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Belgium	100.00	Italy	100.00	Poland	100.00
Canada	100.00	Japan	100.00	Portugal	100.00
Denmark	100.00	Korea	100.00	Saudi Arabia	100.00
France	100.00	Malaysia	100.00	Singapore	100.00
Germany	100.00	Mexico	100.00	Sri Lanka	100.00
Greece	100.00	Norway	100.00	Taiwan	100.00
Hong Kong	100.00	Spain	100.00	Thailand	100.00
Ireland	100.00	Sweden	100.00	Turkey	100.00
Israel	100.00	Switzerland	100.00	USA	100.00

FINANCIAL TIMES

THAILAND
Airline price tag
causes surprise
Page 20

FT No. 31,690
THE FINANCIAL TIMES LIMITED 1992
Friday February 21 1992
D 8523A

World News

UN report blasts Iraqi human rights violations

Human rights violations by the present Iraqi regime are so serious and widespread that there have been few parallels since the Second World War, a UN report says.

Its author, former Dutch foreign minister Max van der Stoep, said exceptional measures were needed and urged the dispatch of special monitors to Iraq. "Scarcely a day passes without executions or hangings," he said. "In such a situation, mere condemnations are not enough." Page 4

Truce call in enclave

The foreign ministers of Armenia and Azerbaijan issued a joint statement calling for an immediate ceasefire in the disputed enclave of Nagorno Karabakh. The call came after eight hours of talks in Moscow.

Rape victim appeal

The parents of a 14-year-old Irish rape victim appealed to the Supreme Court against a ban on her seeking an abortion in Britain. The state is to pay the family's costs. MEPs to debate abortion row. Page 2

Move on Honecker

Russia is to let ailing former East German Communist leader Erich Honecker leave his refuge in the Chilean embassy and go to a Moscow hospital.

Hong Kong protest

Angry depositors of the Hong Kong arm of Bank of Credit and Commerce International scuffled with police during a demonstration outside the residence of the British colony's governor. The crowd was demanding an inquiry into the fate of BCCI.

Punjab poll

India's ruling Congress party won elections to the state assembly of troubled Punjab after the Sikh majority boycotted the polls. Congress was also set to win 12 of Punjab's 13 parliamentary seats. Page 4

FT wins award

The Financial Times has been named newspaper of the year in annual awards made by an independent British television company. Page 11

Blackmailer jailed

German boxing promoter Eberhard Thust was sentenced to three years in jail for blackmailing the father of tennis star Steffi Graf over an affair with a model.

Labour's health pledge

Britain's opposition Labour party pledged to abolish the government's National Health Service reforms. Page 11

Chinese dissident sues

Dissident philosopher Guo Luofu, 60, is suing a senior Chinese government official, alleging political persecution. Guo claims he was persecuted for criticising Chinese leaders and refusing to support the army's suppression of the 1989 pro-democracy protests.

Spanish bomb kills 2

Two civilians died and 21 were injured when a car bomb exploded in the northern Spanish city of Santander on Wednesday night. The attack had the hallmarks of ETA, the Basque separatist group. Page 5

Business Summary

UK cabinet prepares for expansionary budget

The British cabinet gave the go-ahead for an expansionary pre-election budget against the backdrop of the longest UK recession since the second world war and an opinion poll showing the opposition Labour party with a 4-point lead over the ruling Conservatives.

John Major, the prime minister, hinted at a significant increase in public borrowing to fund the tax cuts expected in the March 10 budget. Page 15 and Lex

NESTLE may consider mounting a counterbid to the Agnelli family's offer for Exor

Nestle is making a FF13.42bn hostile bid. Page 15

TOSHIBA became the latest Japanese electronics company to issue a sharply lower profit forecast thanks to the worsening market for semiconductors, computers and communication equipment. Page 19

GLAXO, Europe's largest pharmaceuticals group, demonstrated the sector's strength by announcing strong interim results and a 41 per cent dividend increase. Page 19; Lex, Page 18

FUJITSU operations in the US and Europe will come under the direct control of ICL, the Japanese electronics group's UK-based subsidiary, later this year. Page 19

MAXWELL: Accountants unravelling the pension fund transfers of Bishopsgate Investment Management, the pensions vehicle at the centre of the collapsed Maxwell empire, have safeguarded £287m (£415m) of the estimated £685m in assets it held. Page 21

ROUBLE: Russian government officials said the rouble could reach Rb50 to the dollar by the end of April as the currency rose sharply. Page 18

ALLIANZ, Europe's largest insurance company, is planning to raise more than DM1bn (£60m) through a rights issue of new shares and profit-participating certificates. Page 21

ROYAL DUTCH SHELL, Anglo-Dutch oil company, increased its dividend by only 4 per cent to 20.9p after reporting a slight drop in profits for last year. Page 15; Lex, Page 18

BMW/ROLLS ROYCE, joint venture between the German carmaker and the UK aero-engine group, is in talks with Motoren und Turbinen Union on possible development of an engine for regional jets. Page 5

STEELE, UK building materials group, is fighting a £55m (£1.2bn) hostile bid, launched an attack on Redland aimed at undermining faith in its assailant's record. Page 26; Lex, Page 18

TAIWAN: European Chamber of Commerce in Taiwan expressed concern to the island's central bank about a freeze on the inflow of foreign funds for investment in equities. Page 4

ANGLO-JAPANESE consortium led by Balfour Beatty won the contract to draw up a masterplan study for a £2bn (£3.5bn) airport in Malaysia. Page 5

South African president will quit if he loses referendum on political reforms

De Klerk gives poll ultimatum

By Philip Gawth in Johannesburg

PRESIDENT F. W. de Klerk yesterday confronted South African whites with a stark choice of continuing with his political reforms or facing his resignation.

In an attempt to seize the political initiative after his National party suffered a crushing by-election defeat at the hands of the rightwing Conservative party, he announced plans for an early whites-only referendum on political reform and said he would resign if the vote failed to go his way.

His move amounts to a challenge to the Conservative party to muster widespread opposition to the reform programme, which has led to the current multi-party negotiations on a constitution which will permit one-person one-vote elections.

The National and Conservative parties had elevated Wednesday's Potchefstroom by-election to the status of a barometer of the views of white voters on constitutional change. The CP turned a 1989 NP majority of 1,583 into a 2,140-vote defeat, a result which allowed it to claim that it was now the party which

spoke for the majority of whites.

Mr de Klerk said it had become crucial to decide whom white voters wish to entrust with negotiations on South Africa's constitutional future.

"If I lose the referendum, I will resign," the government

will resign and there will be an election," he said. "It's a question of honour."

The referendum will be held before the end of next month. Mr de Klerk said blacks should not view it as a white veto on political reform, but conceded that democracy talks could be derailed if he lost.

Mr Andries Treurnicht, leader of the CP, said the party accepted the referendum challenge "on condition... that the playing field is level".

He insisted on equal access to state-controlled radio and television and a say in drafting

the text of the question to be posed in the referendum.

The African National Congress (ANC), which is negotiating a new constitution with the government, condemned the notion of a whites-only referendum as racist and said the poll would delay reform.

South African financial markets fell steeply following Mr de Klerk's announcement as the potential implications of the referendum struck home.

The government will announce next week the date of the referendum, and the question to be asked.

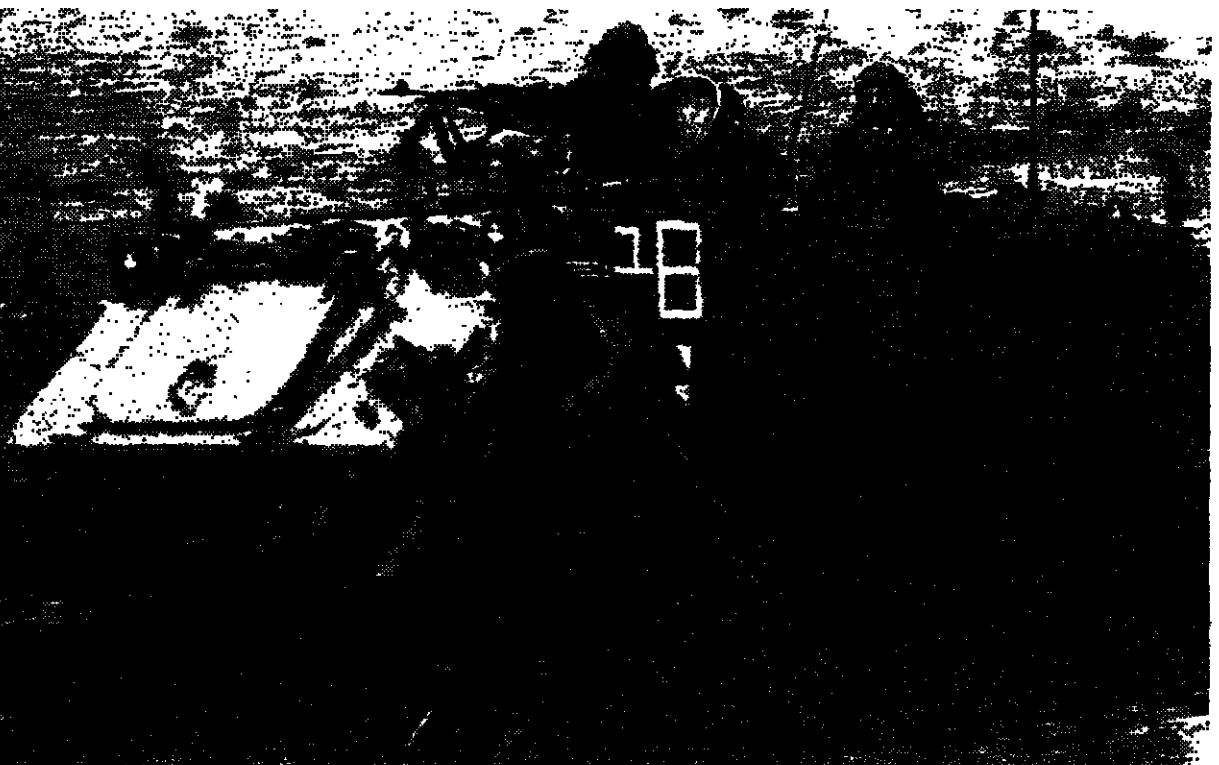
Israeli push into Lebanon condemned

By Hugh Carnegie in Jerusalem

THE secretary-general of the United Nations yesterday called on Israel to withdraw its forces immediately from the zone policed by UN peacekeeping forces in southern Lebanon.

The plea from Mr Boutros Boutros Ghali came hours after Israeli armour pushed aside UN peacekeepers and fought bloody battles to occupy a hill beyond Israel's "security zone" in Lebanon in a widening effort to wipe out Shia Muslim forces.

About 350 Israeli soldiers,



On the offensive: Israeli troops in an armoured personnel carrier patrol along the border with southern Lebanon

backed by 17 tanks, bulldozers and helicopter gunships, seized the villages of Yater and Kafra in southern Lebanon where they blew up buildings and searched for rockets.

Israeli leaders said the action was intended to stop Hizbollah firing its Katyusha rockets at Israel and its security zone. Guerrillas in southern Lebanon began firing rockets into northern Israel shortly after the assassination by Israeli forces on Sunday of Sheikh Abbas Musawi, leader of Hizbollah (Party of God). Military officials said about 100 rockets had been launched by guerrillas in the past 24 hours.

In Washington, the State Department said it was "deeply concerned about the renewed cycle of violence in southern Lebanon".

Mrs Margaret Tutwiler, department spokeswoman, said: "We have made high-level

démarches to those involved to urge the exercise of maximum restraint in order to bring the violence to an end. We have made those démarches to Israeli officials, Syrian officials, and Lebanese officials."

Mrs Tutwiler said the US had received assurances from all parties that they would arrive for a scheduled third round of Middle East peace talks due to open in Washington on Monday, in spite of the armoured Israeli thrust.

Yesterday, Israeli forces broke through barriers manned by troops of the UN Interim Force in Lebanon (UNIFIL). At least four Lebanese militiamen and three Israeli soldiers were reported killed in the fighting, the fifth successive day of clashes between the two sides. Four UN soldiers from Fiji and a number of militiamen and Israelis were wounded in fierce action which went on for much of the day.

Unfil troops from Ireland, Finland, Fiji and Nepal erected a roadblock and grappled with Israeli soldiers in an attempt to halt the advance. But Israeli bulldozers and tanks smashed a path through them.

The UN secretary-general said he viewed the Israeli action with "grave concern". He ordered Mr Marrack Goulding, under-secretary general in charge of peacekeeping, to summon Israel's UN ambassador to receive a protest note.

Mr Yitzhak Shamir, the

Germany is not in recession, says Ifo

By Quentin Peel in Bonn

THE GERMAN economy is not in recession, in spite of three consecutive quarters of contraction, according to the highly respected Ifo economic institute in Munich.

The chances are that Germany will avoid the full extent of the downturn being experienced in other industrialised countries, and start to recover from the middle of the year, Ifo's researchers conclude.

The current downturn amounts to a cyclical weakening, but it looks worse than it is because it includes a technical correction from the extra ordinary economic expansion in the first quarter of 1991, according to the latest assessment by the institute.

Its cautiously optimistic forecast, however, coincided with a renewed stern warning from the Bundesbank that no relaxation in monetary policy could be expected in the near future.

The central bank's governing council yesterday took no action on interest rates at its fortnightly meeting, but later Mr Omar Issing, a full board director, warned businessmen in Dusseldorf that the 4 per cent rate of inflation remained "highly unsatisfactory".

Every additional burden on public spending which was not matched by a reduction in state consumption and subsidies "must endanger the further economic development and stability in Germany, and

Continued on Page 18

Porsche runs at high speed into a management crisis

By John Griffiths in London

PORSCHE, the German sports car manufacturer struggling to prop up sales and preserve its exclusive image, last night appeared to be heading for a management crisis with its most senior figures undecided about who should be at the wheel.

Dr Arno Bohn, chief executive of the Stuttgart company's management board, effectively threatened to resign next Friday unless he is given a vote of confidence by the supervisory board.

His ultimatum followed a board meeting yesterday which failed to muster the two-thirds majority needed to endorse the extension of his contract beyond the end of this year.

The supervisory board met as it became clear that Dr Wolfgang Reitzle, research and development director of executive carmaker BMW - and heir apparent to BMW's 63-year-old management board chairman, Dr Eberhard von Kuhnheim - had decided not to accept an offer, believed to

have come from Dr Ferdinand Porsche, chairman of the Porsche supervisory board, to take over from Dr Bohn.

Dr Reitzle is understood to have been offered both a generous salary and a personal shareholding of up to 5 per cent in Porsche, in exchange for steering the carmaker through a maze of troubles.

Some 4,000 Porsche workers are being put on short time, after a slump in 1991 sales to 28,200, 4,000 down on 1990, and far more than had the 50,000 vehicles sold in Porsche's peak year of 1986.

Most ominously, sales in the US - the world's single most important prestige car market - plunged below 5,000 last year, only one-sixth the level of the mid-1980s.

Dr Bohn has already warned that unit sales will drop further to around 25,000 in 1992.

At the same time Porsche has encountered mounting criticism for failing to invest adequate finance and other resources in new model ranges,

despite reaping big profits from the 1980s boom and the challenge to its position from Japanese manufacturers.

Last month, Dr Bohn announced that the company was shelving previous plans to build a new, expensive four-seat model and would concentrate instead on a cheaper two-seater.

Some industry analysts believe its response may prove too little and too late to avert an independence-threatening crisis.

Control of the company is shared between the Porsche and Piech families, who between them control all the company's ordinary shares and 40 per cent of its preferred stock.

German industry analysts yesterday saw little long-term attraction in the Porsche offer for BMW's research and development director, in the absence of any unstated strategic plans to link BMW and Porsche at some time in the future.

Weekend FT

Tomorrow: The pregnant mother's challenge to the Church of England

International recession: what it means for investors

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Economic reform on the agenda may mean changes in China

Veteran Chinese leader Deng Xiaoping's views on economic reform are reported to be circulating among the bureaucracy in Beijing. It is far from clear whether this will mean change.

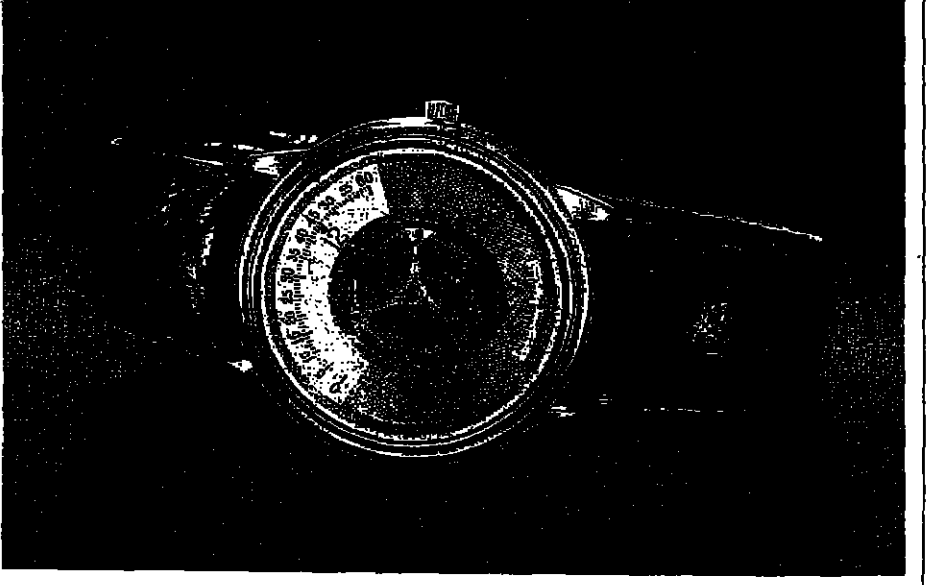
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MARKETS

STERLING New York lunchtime: \$1.74 London: \$1.7505 (1.7515) CME 8225 (2.855) FFR 8225 (2.8125) SFR 2.8075 (same) Y225.0 (224.75) £ index 90.6 (90.7) GOLD New York Comex Apr \$354.7 (354.5) London: \$353.4 (353.3) N SEA OIL (Argus) Brent 15-day Apr \$17.75 (17.475) Chief price changes yesterday: Page 18	DOLLAR New York lunchtime: DM1.645 FFR5.5945 SFR1.4855 Y128.6 London: DM1.647 (same) FFR5.60 (5.6025) SFR1.49 (1.489) Y128.55 (128.35) \$ index 84.2 (84.1) Tokyo close: Y128.8 US LUNCHTIME RATES Fed Funds: 4 1/4 % 3-mo Treasury Bills: 3.96 % Long Bond: 101 yield: 7.91 %	STOCK INDICES FT-SE 100: Yield 4.84 2,543.4 (+0.47) FT-A All-Share: 1,220.01 (+0.3 %) FT-SE Eurotrack 100: 1,146.62 (+9.53) New York lunchtime: DJ Ind. Av. 3,270.13 (+38.81) S&P Comp 412.27 (+4.01) Tokyo: Nikkei 20,771.92 (+163.62) LONDON MONEY 3-month Interbank: 10 1/4 % (10 1/4 %) Libor long gift future: Mar 97 1/2 (Mar 97 1/4)
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POETRY IN MOTION.



From the later 18th Century the master watchmakers of Audemars Piguet have retrieved one of its most delightful eccentricities - the montre a guichet.

These superb timepieces usually displayed only the hour and the minute, seen through a small aperture in the case. This one, however, is so beautifully worked that our watchmakers insist you see absolutely everything. They have called it the Star Wheel.

Three rotating wafer-thin discs, each exquisitely cut from translucent sapphire, each bearing four hours of the day, succeed one another to point in turn to an arc upon which are inscribed the minutes of the hour. Turn the watch over, and through the crystal-clear back admire the wonderfully wrought, hand assembled automatic movement; each tiny element dancing to the stately unheard music of time.

AP
Audemars Piguet
The master watchmakers.

Audemars Piguet & Cie S.A., 1348 Le Brassus, Switzerland

EUROPEAN NEWS

Kravchuk uses reform needs to boost powers

By Chrystia Freeland in Kiev

UKRAINIAN President Leonid Kravchuk, citing the urgent need to implement economic reforms, yesterday won preliminary parliamentary approval for widely expanded presidential powers.

The legislation is likely to strengthen Mr Kravchuk's hand in increasingly bitter disputes with Russia by bringing the historically Russified regions of eastern Ukraine more firmly under his control.

A slim majority of Ukrainian MPs yesterday endorsed the first reading of a bill creating a centralised, prefectural administrative system with presidential representatives in each Ukrainian region. They will be empowered to enforce presidential and parliamentary decrees on local governments and enterprises.

"I support the introduction of a presidential system," said

Ms Larysa Skoryk, a radical nationalist deputy. "There is no other way of breaking through the regional Communist party apparatus."

Ms Skoryk's support is another sign of the growing alliance between nationalist forces and the ex-Communist president. It could be strengthened further this weekend when Mr Kravchuk meets with opposition parties to discuss the formation of a national unity cabinet which would be more able to implement radical economic reform than the current conservative government.

Such a cabinet would also likely be more firmly committed to asserting Ukrainian independence in confrontations with Russia over military and economic issues.

These disputes have troubled western observers. Yesterday, US defence department officials

visited their Ukrainian counterparts to seek guarantees about the safety of nuclear weapons stationed on Ukrainian territory and about Ukraine's plan to dismantle or remove the weapons by 1992.

● The Ukrainian position on repaying the former Soviet debt received a boost yesterday from Dr Erhard Buseck, the Austrian vice-chancellor, who said in Kiev that Austria was pleased with Ukraine's offer to pay its share of the foreign debt independently and to take on some of the debt of the smaller republics.

Dr Buseck predicted that the Ukrainian position would be accepted by the Paris Club of creditors.

AP-D's reported yesterday that the Paris Club will discuss setting a date for talks with Ukraine when it meets privately next week.

MEPs to enter row over Irish abortion

By Andrew Hill in Brussels

THE EUROPEAN Parliament's legal affairs committee is to debate the Irish court decision to prevent a 14-year-old rape victim having an abortion in the UK, as pressure grows for the ban to be challenged under EC law.

Mr Willy Rothley, the German socialist MEP and vice-chairman of the committee, described the ban - which has reopened the fierce debate on abortion in Ireland - as "an act of barbarism". The legal affairs committee will discuss the ruling next week to find out whether it can be overturned by the European Court of Justice.

Legal advisers are already preparing a report on the issue for the European Parliament's women's rights committee.

MEPs are concerned that the judgment might contravene EC obligations on the free movement of people and services in the Community. "The free movement of citizens is a fundamental principle of the Community," said Mr Rothley. The Irish High Court said in its ruling that the treaty obligations could be overruled in this case because of "public policy" considerations.

The European Commission said yesterday that the case did not appear to fall under EC jurisdiction, but added that the Commission was awaiting a definitive legal opinion.

Concerns have also been voiced that Irish liberals may vote against ratification of the Maastricht treaty on political and economic union.

The text includes a special protocol promising that EC law will not affect the application of Ireland's constitutional "right-to-life" amendment.

Ethnic leaders called to talks on independence referendum

EC tries to keep war out of Bosnia

By Judy Dempsey, East Europe Correspondent

THE European Community will today hold talks in Lisbon with representatives from Bosnia-Herzegovina's three ethnic communities to try to prevent the Yugoslav republic sliding into civil war.

The meeting, occasioned by sharp differences between Serbs, Croats, and Moslems over holding a referendum next week on independence, coincides with fresh attempts by Croatia and Serbia to split the republic between them.

According to government officials in Sarajevo, the capital of Bosnia which will act as the United Nations headquarters when peacekeeping forces arrive, there is every likelihood that the Moslem community will be left without any republic if the plan by Croatia and Serbia goes ahead.

"This could lead to the emergence of radical forces among the Moslem community. They could become powerful. This would undermine our tolerant tradition," said Mr Ruzmir Mahmutcehajic, deputy premier. Bosnia's Moslems, who are Sunni, make up 42 per cent of the 4.8m population, followed by Serbs (33 per cent) and Croats (17 per cent).

The EC called for this referendum last month as a precondition for recognising Bosnia. But while Serb leaders have urged a boycott, Moslems support the vote as a means of having an independent Bosnia internationally recognised, and Croats remain ambivalent.

The Serb-dominated ramp presidency wants Bosnia to remain part of a smaller Yugoslav federation, mainly because

70 per cent of the military industrial base is there.

The plan to divide Bosnia was mooted during secret talks a year ago between Croatia's President Franjo Tudjman and Serbia's President Slobodan Milosevic. It was shelved when the federal army intervened in Slovenia and Croatia on June 25, but has since been revived, under a different guise.

Because the United Nations, and the EC, have insisted that "the internal boundaries of Yugoslavia cannot be changed by force, or without the consent of the parties concerned," Zagreb and Belgrade have adopted new tactics. They have encouraged their respective sister parties in Bosnia to agree peacefully to divide the republic from within. Moderates among Serbs and Croats

have been marginalised.

The rise of the Zagreb-backed Croat nationalists in Bosnia has inflamed the Moslems. Previously, Bosnian Croats and Moslems together opposed attempts to split the republic. Now Mr Marko Pabon, now head of the Croatian Democratic Union, is negotiating a carve-up with the Bosnian Serbian Democratic party, led by Mr Radovan Karadzic, a close ally of Mr Milosevic.

Few government officials in Bosnia doubt the inherent dangers in this, even if Bosnia's Croats and Serbs agree to it. "What would happen to the Moslems?" asks Mr. Baris Sladjic, Bosnia's foreign minister. "Should the EC agree a peaceful break up of the republic carried out without the consent of the Moslems?"

Moscow seeks help to pay cost of industrial conversion

CONVERSION of the former Soviet Union's huge defence industry to civilian output used to be just a slogan until the overthrow of the Soviet system last year. Now it is a means of survival for thousands of factories whose military orders have been slashed by a penniless government committed to market reforms.

A chart in the office of Mr Nikolai Bazhanov, chairman of Russia's Conversion Committee, lists the various areas of civilian production he wants defence plants to switch to - ranging from meat processing to business computer systems.

The problem is that the state cannot afford to turn swords to ploughshares on its own. That is why his 200-strong committee is also available to match foreign investors with enterprises seeking to convert. At stake is the salvation of Russia as an industrial power, and the livelihood of millions of people employed the sector.

A vague law setting out the legal foundations for conversion - such as workers' right to unemployment benefits if they are laid off - passed its first reading in parliament last week. But as Mr Igor Artukh, one Moscow defence factory manager put it: "We don't need a piece of paper, we need money." According to Mr Bazhanov, for every rouble or dollar cut from making missiles or guidance systems, another one and a half needs to be spent on converting such capacity to make refrigerators

Millions of jobs now depend on turning swords into ploughshares, writes Leyla Boulton

or television sets.

While slashing defence procurement to just 13 per cent of last year's level, the 1992 budget allocates Rhs10bn, or 2 per cent of total spending, to conversion. According to Mr Bazhanov, this is not enough.

"The problem is the government wants a deficit-free budget," he complains.

Mr Artukh, who also heads Moscow's association of industrialists, warns that 700,000 people out of the 900,000 employed by the defence industry in the capital alone could lose their jobs unless factories find alternative sources of financing to switch production.

From Alexander Smirnov, from the Rotor group which specialises in missile navigation systems, says it can just about pay its 3,500 scientists a minimal salary of Rhs2,000 (\$20) a month but needs work to keep them busy.

This does not mean that managers like him are not already trying to help themselves. They argue with conviction that Russia's cheap but skilled labour force, abundant raw materials, and remarkable technological capabilities need only to be harnessed to outside capital to save an elite industrial and scientific base.

Mr Smirnov is discussing with the UK Consumers' Association the possibility of using existing facilities to set up a testing laboratory for consumer products. While dreaming of more sophisticated projects, he would also like to find a foreign partner to develop cash-dispensing machines for the Russian market.

Apart from offering advanced technologies using microwave energy, Mr Artukh's enterprise, Rotor, is looking for a foreign partner to mass-produce microwave ovens. Mr Artukh says that while South Korea produces 12.5m ovens a year, monthly wages there are \$80, he pays his workers Rhs2,000-Rhs3,000 (\$20-\$30).

The list of obstacles on the path to conversion is also familiar: a non-convertible currency, monopolistic domestic suppliers, unpredictable behaviour by the state, not to mention still unfavourable conditions for investors. Most can and must be rectified by the government, which is sorting out conditions for foreigners to take part in privatisation auctions, and other issues such as land ownership.

Other problems will require far-sighted goodwill on the part of the international community. The US has announced it will spend \$3m for a job centre for redundant Soviet scientists. But without investment in, and international co-operation for, real projects to occupy these scientists, such goodwill will not go very far.

Krupp may win steel mill battle

By Leslie Collitt in Berlin

KRUPP HAS emerged as a clear favourite to take over east Germany's largest steel mill, EKO, at Eisenhüttenstadt on the Polish border.

Mr Hans Krüger, an executive board member of the Treuhand privatisation agency, has increased sharply since a scandal erupted in December over sales of shares of IGM Robotron, an announcement of a downward revision of the computer group's earnings forecast.

At the moment, the only sanctions against insider trading in securities in Austria are those applied by the stock exchange on its members, and it has been easy for offenders to hide behind anonymous bank accounts.

Austria is one of the few western countries that still

Scandal prompts Austrian move to outlaw insider deals

By Ian Rodger in Vienna

AUSTRIA is likely to make insider trading a criminal offence, despite fears that this will further erode on citizens' right to hold anonymous bank accounts.

Pressure to curb insider trading in the Vienna Stock Exchange has increased sharply since a scandal erupted in December over sales of shares of IGM Robotron, an announcement of a downward revision of the computer group's earnings forecast.

At the moment, the only sanctions against insider trading in securities in Austria are those applied by the stock exchange on its members, and it has been easy for offenders to hide behind anonymous bank accounts.

Austria is one of the few western countries that still

permits people to hold anonymous accounts. The system is mainly used by Austrians to avoid taxes, and many oppose any suggestion that it be eliminated.

Nevertheless, the government has been under pressure from the US to do just that, because the accounts are sometimes used by foreign criminals, notably to launder drugs money. Also, to prepare for membership in the European Community, Austria will have to tighten its banking practices to conform with EC requirements.

Last month, the Austrian banking community agreed to improve its screening of deposits by foreigners. In the past, banks required identification from foreigners seeking to deposit more than \$200,000. From now on, they will insist

on identification of anyone depositing more than the equivalent of ASch200,000 (\$12,287) in any foreign currency.

Bankers and government officials say measures are likely to be taken later this year to deter insider trading. First, the authorities will be able to waive bank secrecy and divulge information about clients' transactions. Second, the stock exchange will require member firms to know the identity of their clients, even if those clients deal from numbered bank accounts.

Austrian officials say that even after these changes, the ordinary citizen need not worry. He can still hide his savings in an anonymous account.

Honecker to enter hospital in Moscow

By David Lloyd in Moscow

MR ERICH Honecker, the former leader of East Germany, is to be allowed to leave the Chilean embassy to be treated in a Moscow hospital, according to diplomats at the German embassy.

They said the Russian government had told the Chilean ambassador, a friend of Mr Honecker, that "there would be no problems" about allowing him to go into hospital. Yesterday the Russian foreign ministry confirmed the report.

Mr Honecker, who is 79, has been in the embassy for two and a half months, following a demand from the German government that he be sent back to face charges of ordering the shooting of refugees to the west.

His wife, Margot, says he has cancer and kidney problems, which Chilean diplomats say are worsening.

Demoralised Red Army turns to sociologists

By Leyla Boulton in Moscow

RESIEGED by nationalistic republics and plunging living standards, the Red Army is redefining its role and sociologists within its ranks to help soldiers with pressing social problems.

Major-General Nikolai Stolyarov, a former Communist party liberal, said yesterday his committee for work with military staff had substituted the professionals for the old communist commissars - the political officers responsible for everything from ideological rectitude to military welfare.

Although he said it was too early for army chaplains, the general disclosed that the Pentagon had promised to supply Russian-language bibles, while scientific atheism courses had been replaced by classes on the history of religion.

His answers to questions about Ukraine's decision to demand an oath of allegiance

from forces stationed on its territory illustrated the stiff challenge facing the army's top brass.

On the one hand, Maj-Gen Stolyarov had to recognise the right of sovereign republics to create their own armies. On the other, he warned of the dangers of undue haste in breaking up a formidable fighting-machine.

He said he could not condemn the decision by officers from strategic forces based in the Ukraine - which are supposed to be under joint Commonwealth command - to swear allegiance to the southern republic.

"What awaits them in Russia? Nothing, there are no apartments for them."

Nor could he say to which motherland officers now owed their allegiance. "We will find a motherland," he said.

UK to help develop Bulgaria's tourism

The UK's know-how fund for central and eastern Europe is to be used to help Bulgaria upgrade its tourist industry, writes Michael Skapinker.

It is the first time that the £50m (\$87.5m) fund, which was set up in 1989, has been used to support the development of tourism in eastern Europe. Commitments from the UK will begin work next month, helping Bulgaria draw up a strategic plan on the future of the industry.

EC is key issue in Malta poll

By Godfrey Grima in Valletta

MALTESE membership of the European Community will be the key issue when the 260,000 voters go to the polls tomorrow to elect a parliament.

Mr Eddie Fenech Adami's ruling Nationalist Party, which filed Malta's application for full membership in 1990, wants negotiations with Brussels to get under way next year and entry to be guaranteed by 1995. Some 70 per cent of Malta's trade is done with the EC.

The opposition Labour Party, led by Mr Carmelo Mizzi, opposes full membership in favour of strengthening Malta's existing association agreement signed in 1970. This grants the island access to Community markets and funds without limiting

Maltese governments in fashioning their own economic and trading policies.

The race between the two main parties could be close. To increase its meagre 4,000-vote lead over Labour and its single-seat parliamentary majority, Mr Fenech Adami's Christian Democratic party is counting on the impact of its liberal policies.

The lifting of import restrictions imposed by previous Socialist administrations has resulted in shops bulging with imported goods. Each year 10,000 new cars are snapped up by the increasingly affluent Maltese. To keep the economy buoyant the government has pumped money into infrastructure projects, including a new

airport terminal and a sorely needed new power generating plant.

The Labour Party claims the nation's coffers by doubling the national debt to Lm200m (\$630m) in the past five years. To vote voters it has dropped several controversial policies, including its opposition to private hospitals and free trade, and has improved relations with the powerful Roman Catholic church.

A new party, Democratic Alternative, which emphasises the environment among its policies, is appealing to those disgruntled by the established parties and hoping for a hung parliament. The result is expected early next week.

'Out-of-area' issue seen to threaten Nato

By David White, Defence Correspondent

NATO'S SURVIVAL could be at risk unless members were prepared to contemplate the use of forces outside allied territory, at least in defence of democracy in the countries of central and eastern Europe, a top alliance official warned yesterday.

Mr Michael Legge, who was responsible for drawing up the new strategic doctrine approved by all 16 members in Rome last November, said he was disappointed at the lack of commitment to "out-of-area" operations. Several European members were reluctant to see allied forces being employed outside the Nato area "in any circumstances", he said.

Mr Legge, Nato's assistant secretary-general for defence planning and policy, yesterday urged the alliance, during a speech in London, to extend the boundaries of possible action "at least throughout Europe". Failure to do so would put Nato's credibility at risk in public opinion and undermine support for the alliance in the US.

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EUROPEAN NEWS

Voices from the grave return to haunt Italy

Robert Graham on the fallout from a letter written in Moscow during Mussolini's eastern front disaster

THE ITALIAN establishment has fallen victim to a journalistic scoop.

The scoop involved revelations about the late leader of the Italian Communist party, Palmiro Togliatti, one of the country's few towering political figures of this century.

For two weeks the media and politicians of every colour rushed to judge the conduct of Togliatti while he was in Moscow during the Second World War - solely on the basis of a brief letter he purportedly wrote. Now everyone has got egg on their faces, victims of the timeless practice of the truth never being allowed to interfere with a good story.

The 1943 letter, it transpires, was taken out of context, was doctored by at least one newspaper and crucial words were misinterpreted by an academic over-anxious to promote his own researches.

The good story lay in the brutally cynical portrait of Togliatti that emerged when he was discussing the fate of large numbers of Italian prisoners taken on the Russian front fighting with the Axis powers. Togliatti appears to be rubbing his hands over the way Mussolini's venture supporting Hit-

ler's invasion of the Soviet Union was coming to a disastrous end.

Some 60,000 Italians died on the Russian front and in prison camps. In so many words, he said this would be a good lesson for Italians to learn the perils of siding with fascism. He reportedly said of his fellow-countrymen: "I am not arguing that they should be killed, rather we can obtain certain results in other ways."

At least this was how the weekly magazine, Panorama, broke the story two weeks ago, citing the research of Prof Franco Andreucci in Moscow.

Prof Andreucci had just obtained access to the archives of the (Communist International) Comintern under a contract negotiated by the small Florence publishers, Ponte alle Grazie, for whom he was his tactical adviser.

Prof Andreucci confirmed the contents of the letter along with his publishers at a subsequent press conference. For the doubters, *Il Tempo*, the Rome daily, published a copy of the damning extract in what seemed the unmistakable hand of Togliatti. Coming right at the beginning of the campaign for parliamentary elections on April 5, the tinder for polemics



Mussolini's tomb in his home town of Predappio, 75km north-east of Florence, which attracts more than 100,000 visitors a year. The local authorities are planning to restore the tomb in an effort to boost the 'Il Duce' tourist trade.

was lit. The letter provoked an immediate outcry. President Francesco Cossiga, ever keen to impose his stamp on a national debate, announced the formation of a special committee of historians to examine the implications of the letter to the standing of a national hero.

(The committee in fact never got off the ground because a number of those chosen refused to serve).

The Right weighed in, determined to write the maximum from this magnificent opportunity to discredit the Left ahead of elections. Here was the cold

face of Stalinism which had sought to impose communism on post-war Italy, the Christian Democrat politicians cried.

Insinuations were also directed towards Ms Milde Iotta, the head of the Senate who is Togliatti's widow and the candidate of the metamorphosed Communist party, the PDS, for the presidency of the Republic in the election in July. Mr Achille Occhetto, leader of the PDS, alarmed at the damage to the image of the Left, declared the contents of the Togliatti letter to be "chilling" - if true.

Only the enterprising Moscow correspondent of *La Stampa*, the Turin-based daily, decided to check in the archives. And by this weekend he had blown the scoop.

Togliatti had indeed written a letter in 1943 using his pseudonym, Enrico, to a colleague on the executive committee of the Comintern; but it was a very long one. The language of the original was also far more nuanced. In his controversial discussion of the plight of Italian prisoners on the Russian front, Togliatti used the infinitive verb *sopprimere* (to suppress) not the emotive word *assassinare* (to kill). It appears Prof Andreucci got over-ex-

cited by the idea of using the letter to promote a future book.

Put in touch with Panorama, he accepted an immediate release and dictated over the phone a poor photocopy of an extract of the letter, which he liberally interpreted.

The newspaper *Il Tempo* went one better: it acquired the photocopy and proceeded to write in the contentious parts - changing the word *sopprimere* for *assassinare*, and even converting a poorly legible reference to "old Hegel" into "the divine Hegel". The latter phrase incidentally was one of the aspects which alerted those who knew Togliatti to the falsification.

The opening up of the Soviet archives has been accompanied by ample tales of false documents being touted by former officials. This is the first case where officials have provided genuine documents and the users have chosen to falsify them. Ironically, for all the scandal, the faked letter, when read in the historical context, did not convey a new insight on Togliatti.

Rather it was typical of a committed communist at the time of the Soviet Union's crucial battle against Hitler.

WEU row fuels Danish debate on EC treaties

By Hilary Barnes in Copenhagen

DANISH politicians are tying themselves in knots over whether the country should join the Western European Union (WEU), which will carry out defence operations which may be required as a consequence of the European Community's common foreign and security policy.

The issue is so sensitive that it may have an influence on the outcome of a referendum on the Maastricht treaties to be held on June 2. Polls in January indicated a 60-40 majority in favour of signing the treaties although there was a high number of people undecided. However, by February 17 a business newspaper opinion poll showed a steep decline in support for European union. According to the poll, political union was opposed by 35.5 per cent and supported by 35.5 per cent, with 27.6 per cent undecided.

At present, a majority of the eight parties represented in the Folketing, including the minority coalition Conservative and Liberal parties, are in favour of political union, but a majority (not consisting exclusively of the same parties) are also against membership of the WEU.

Mr Uffe Ellemann-Jensen, the foreign minister, finds the situation ridiculous. He argues that if one supports political union, including the common foreign and security policy, then it does not make sense to refuse to join the WEU, which will be responsible for executing decisions taken under the auspices of the common foreign policy. The WEU is seen as the forerunner of a common European defence and military policy. As such it raises hackles on many Danes who are otherwise sympathetic to European political union.

The opposition Social Democratic Party (SDP), which holds 69 out of 179 seats in the Folketing, is the key party on the WEU issue. The SDP is officially in favour of ratifying the Maastricht treaties, but its supporters are not. Antipathy to defence co-operation is strong within the party.

The SDP argues that nothing

The Swedish prime minister, Mr Carl Bildt, will visit Portugal on March 6 for talks on his country's application to join the European Community. Portuguese officials said yesterday, Reuter reports from Lisbon.

Portugal holds the rotating presidency of the EC and the Community is due to decide on a strategy for admitting new members at its next summit which takes place in Lisbon in June.

The Austrian chancellor, Mr Franz Vranitzky, pays a one-day visit to Lisbon today to discuss his own country's application to join the EC. He will hold talks with the Portuguese prime minister, Mr Anibal Cavaco Silva.

must be done which can weaken NATO's role in European defence.

Hence, it is opposed to Denmark joining the WEU, of which all other NATO members except Norway, Turkey and Greece are members.

The WEU issue has come to a head in the party, however, for reasons which appear to have little to do with the merits of the issue and more to do with a clash of personalities between the party's leader, Mr Svend Auken, and a prominent colleague, Ms Ritt Bjerregaard. In January, Ms Bjerregaard declared in a television interview that the party was bound to reconsider the question of WEU membership. Her statement acted like a red rag to a bull and sent the party leadership into a spasm. Not only is the leadership against membership: it will not allow the issue to be discussed.

The serious aspect of the situation for those supporting the Maastricht treaties is that the SDP is so divided under the weak leadership of Mr Auken that it is unable to give a clear, strong lead to its supporters as the June 2 referendum approaches. It is possible that this could lead to an upset in the poll and an interesting situation, to say the least, for the European Community.

Cossiga vetoes asbestos law

By Robert Graham in Rome

FOR THE second time in less than a month President Francesco Cossiga has used his constitutional powers to block legislation already approved by both houses of the Italian parliament.

First he blocked a law providing new measures to accommodate social work for those who wish to replace obligatory military call-up on the grounds of conscientious objection.

He has followed this up by refusing to sign a law bringing Italy into line with the European Community on the elimination of asbestos in industry.

In the case of the conscientious objectors law, President Cossiga claimed the provisions for social work were inadequate.

In the case of the asbestos law he said that there was insufficient financial cover for the 1,800bn expenditure over the next three years. But in both

instances the main political parties have reacted as if the President were deliberately seeking to undermine their authority.

The asbestos law took two years to steer through committee and both houses. President



Cossiga defying parliament

Cossiga's action has also caused something of a constitutional stir since parliament dissolved at the beginning of the month prior to the April 5 general elections.

After much argument, parliament is expected to take the unusual step of briefly reconvening next week to consider a decree passing the conscientious objection law, which President Cossiga would be unable to block a second time round.

The president's objections to the asbestos law appear to be on firmer ground since even for the current year the proposed financial cover is uncertain.

There is also strong pressure from the asbestos lobby, which employs 2,500 directly and another 25,000 indirectly, for a longer phasing out period. This may mean the law will have to await the next parliament.

Italian wave of crime boosts security industry

By Robert Graham

FACED with a rising wave of theft, Italians are estimated to be spending an annual 13,500bn (\$2.8bn) on security protection, according to a study by the research institute, Ispes.

This expenditure comes despite Italy possessing one policeman for every 240 inhabitants, the highest proportion in Europe.

The highest cost is absorbed by 1,500bn spent on the production and installation of electronic security systems, with a further 1,500bn going on safes, strengthened windows, barriers and reinforced doors. Each year an average of 200,000 reinforced doors are installed.

Private security firms are in growing demand. Italy now has 1,106 registered security

companies supplying some 30,000 full-time guards at a cost of hire 1,400bn per year.

These figures are not surprising given the way robbery from banks and institutions as well as private households has increased. Between 1975-90 the number of household burglaries has tripled to over 211,000; while the booty stolen from banks and financial institutions now totals 172bn a year.

In the case of car theft, it is reckoned that some 240,000 cars are stolen a year against 158,000 in 1983. This staggering figure and the consequent replacement through insurance perhaps helps explain why Italy continues to have such high car sales. Italians spend almost 1,150bn on car anti-theft devices.

Print strike halts French newspapers

A PRINT union strike yesterday prevented publication of all but one of France's nationally circulated daily newspapers, AP reports from Paris.

The General Confederation of Labour (CGT) called the 24-hour strike in its printing branch as a warning to publishers in advance of negotiations that will lead to lay-offs.

Only the *Quotidien de Paris* appeared after using an out-of-town printing plant.

The union has accepted a proposal by publishers for the early retirement of about 2,200 printers, but it is opposed to tentative plans to lay off 750 younger printers.

The publishers say drastic cost reductions are necessary to maintain the financial health of the industry.

Treuhandanstalt
(The government agency privatising eastern Germany property)

Closing date:
April 30, 1992

Tender for the sale of the HOTELS of »TRAVEL HOTEL GmbH«

on the Baltic sea, in the Harz mountains and Thuringian Forest

Hotel-number, name, location (in brackets: Rooms / beds / restaurant places / number of employees / real estate in square meters)

(HT-1) Hotel Arendsee
O-2565 Kühlungsborn
(On the Baltic sea shore)
(66/132/147/49/2.013)
additional forest plot of 6000 sqm

(HT-2) Ostseehotel
O-2565 Kühlungsborn
(On the Baltic sea shore)
(37/75/237/22/7.525)

(HT-3) Kurhaus Ahrenshoop
incl. two personnel buildings
O-2593 Ahrenshoop
(On the Baltic sea shore)
(22/41/184/37/8.712)

(HT-4) Bettenhaus Haus am Meer
O-2593 Ahrenshoop
(On the Baltic sea shore)
(18/34/-/-/1.851)

(HT-5) Hotel Bernstein
O-2383 Prerow
(On the Baltic sea shore)
(105/205/400/52/35.617)

(HT-6) Hotel Nordperd
O-2345 Göhren
(Island of Rügen)
(55/110/150/51/2.487)

(HT-7) Kurhaus Binz
O-2337 Binz
(Island of Rügen)
(43/85/150/53/11.342)

(HT-8) Hotel Frieden
O-2356 Sellin
(Island of Rügen)
(73/128/215/28/3.982)

(HT-9) Strandhotel
O-2235 Bansin
(Island of Usedom)
(54/108/280/23/10.858)

(HT-10) Strandidyll
O-2255 Heringdorf
(Island of Usedom)
(14/38/140/11/22.344)

(HT-11) Hotel Am Jägerort
O-1560 Potsdam
(25/45/125/25/1.380)

(HT-12) Schloß Cecilienhof
leased from the government of Brandenburg until 31. 12. 1992
with possibility of prolongation
(42/72/200/129/-)

(HT-13) Built-up plot
O-1560 Potsdam
(-/-/-/-/16.978)

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O-5804 Friedrichroda
(Thuringian Forest)
(36/72/305/54/135.486 incl. HT-15)

(HT-15) Kavaliershaus
Schloßhotel Reinhardsbrunn
O-5804 Friedrichroda
(Thuringian Forest)
(19/38/-/-/included in HT-14)

(HT-16) Parkhotel Reinhardsbrunn
O-5804 Friedrichroda
(Thuringian Forest)
(21/38/210/24/16.080)

(HT-17) Hotel Gothisches Haus
O-3700 Wernigerode
(Harz Mountains)
(120/229/300/75/2.557)

(HT-18) Bettenhaus Nonnenhof
of Hotel Gothisches Haus
O-3700 Wernigerode
(Harz Mountains)
(10/20/-/-/486)

(HT-19) Hotel Heinrich Heine
incl. personnel building
O-3706 Schierke
(Harz Mountains)
(104/176/731/73/28.462)

(HT-20) Hotel Waldfrieden
O-3706 Schierke
(Harz Mountains)
(56/112/220/38/12.967)

(HT-21) Hotel Hüllerbusch
O-2082 Feldberg
(Mecklenburg-Vorpommern)
(8/15/60/7/48.423)

(HT-22) Hotel Max Planck
O-2563 Heiligendamm
(On the Baltic sea shore)
(17/42/150/6/8.492)
with 2 personnel buildings

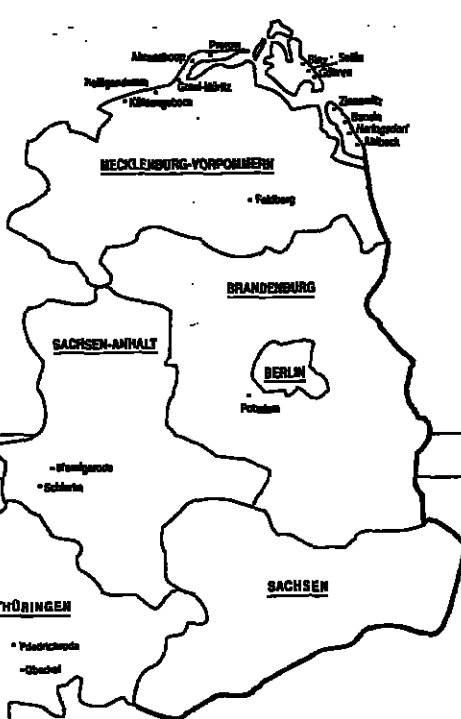
(HT-23) Hotel Fritz Reuter
O-2563 Heiligendamm
(On the Baltic sea shore)
currently closed
(-/-/-/-/1.270)

(HT-24) Promenadenhotel
O-2565 Kühlungsborn
(On the Baltic sea shore)
(15/31/40/-/2.083)

(HT-25) Hotel Seestern
O-2553 Graal-Mürit
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(HT-26) Haus Nordlicht
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(HT-27) Hotel Hubertus
O-2555 Heringdorf
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(HT-28) Zentralhotel
O-2238 Zinnowitz
(Island of Usedom)
(22/41/127/22/1.968)

(HT-29) Hotel Seeblick
O-2238 Zinnowitz
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WORLD TRADE NEWS

UK-German group in aero-engine talks with MTU

By Paul Betts, Aerospace Correspondent

BMW/Rolls-Royce, the joint venture formed two years ago between the German car maker and the UK aero-engine group, is in talks with MTU, the aero-engine subsidiary of the German engineering giant, Deutsche Aerospace, on possibly collaborating in developing a new engine to power 70-100 seater regional jets.

Both BMW/Rolls-Royce and MTU confirmed yesterday that the two aero-engine groups had held preliminary talks about a possible collaboration. But they stressed no deal was imminent. The talks have been prompted by Bonn's desire to provide financial support for the only one German-led engine programme to equip new regional jets, including the proposed 70-100 seater aircraft, the Airbus A380.

Mr Erich Riedl, secretary of state for aviation at the German Economics Ministry, has indicated Bonn would support the development of a new engine programme only if BMW/Rolls-Royce and MTU decided to collaborate on the project. Bonn is understood to be prepared to provide DM1bn (£30m) in support for such a programme.

Rolls-Royce and BMW are developing, through their joint venture, the BR700 engine programme with France and Italy.

Many textiles quota curbs may linger on

Frances Williams analyses a not-too-handsome victory for developing countries

GATT

FOR developing countries, the scrapping of barriers to world trade in textiles and clothing, worth \$240bn a year, has been a crucial objective in the Uruguay Round of global negotiations. They have won their case, but, contrary to the claims of the US and European textile lobbies, by no means handsomely.

According to the draft textiles accord, many, perhaps most, quota restrictions under the Multi-Fibre Arrangement (MFA) need not be lifted until the year 2003.

The MFA, established in 1974, was intended to give the textiles industry in rich countries a breathing space to adjust to low-cost competition (restrictions on cotton textiles had already been imposed in the early 1980s). The pact governs the bulk of textiles and clothing trade between rich and poor countries. Nevertheless, textiles employment has halved in the European Community and Japan since 1973 and fallen by a quarter in the US and Canada, mainly due to heavy labour-saving investment.

Protection also costs western consumers billions of dollars a

year in higher clothing prices. In poor countries, protection makes it harder to establish successful textile and clothing industries, traditionally a first step in industrial development. In addition, the quota system tends to reinforce the dominance of established exporters, such as Hong Kong, and allows importers to dispense favours to particular countries which may not be the most competitive producers. Thus the Caribbean states have opposed the draft accord which could ultimately end their preferential quotas in the US market.

The accord provides for a 10-year phase-out of all existing MFA quota restrictions, bringing textiles and clothing trade under normal GATT rules for the first time. But the deal is heavily "back-loaded", with abolition of existing quotas until the year 2000, as importers first "liberalise" the one-third or so products not now restrained under the MFA.

During the transition, annual quota growth rates in effect for 1992 would be raised by 16 per cent on January 1 1993. From January 1996 they would be 25 per cent higher than now, and from January 2000 27 per cent higher.

For countries with high quota growth rates, mostly medium and small exporters, this could mean big quota increases for some products.

TEXTILE TRADERS 1990			
Exporters	\$bn	Importers	\$bn
EC	15.55	EC	13.86
China	7.00	Hong Kong &	9.22
South Korea	5.68	US	6.17
Japan	5.56	Japan	3.72
US	4.96	China	2.75
Switzerland	2.45	Canada	2.24
Hong Kong &	2.05	Austria	1.90
Austria	2.00	Switzerland	1.84
Pakistan &	2.00	Singapore	1.71
India	1.55	South Korea	1.65
Turkey	1.38	Sweden	1.22

Provisional. Domestic exports. Re-exports included \$5.27bn in 1990 & 1989 & includes imports for re-export. If re-exports are subtracted from total imports, retained imports totalled \$3.55bn in 1990.

Source: ITC and national statistics

Overall, the ITCB calculates that quotas will expand on average by 55 per cent over the 10 years.

In return, importing countries have secured special safeguard arrangements for products not yet "integrated" that allow them to impose selective quotas (even where none now exist) if a surge of imports threatens "serious damage" to the domestic industry.

In addition, because the Uruguay Round package is a "single undertaking", developing countries will have to sign up to strengthened GATT rules on dumping, subsidies, rules of origin and counterfeiting, and their compliance with these rules will be monitored under the textiles accord.

Finally, all countries including developing nations will have to scrap non-MFA restrictions on textile and clothing trade which are not GATT-sanctioned (eg. for balance of payments reasons, or as part of preferential trading arrangements).

The accord will apply to all GATT members, whether MFA signatories or not. But trade with countries which are not GATT members, China being by far the most important (see chart), will continue to be governed by bilateral pacts.

The future of the textiles accord now rests on two unknowns: the outcome of the tariff negotiations now underway in Geneva, and the renegotiation demand on the agriculture text by the European Community. In the tariff talks, the US has been unwilling to lower its high tariffs on textiles and clothing, while the negotiations overall are being slowed by uncertainty over the agriculture deal.

The present MFA was extended last year for just 18 months to the end of this year. If there is no Uruguay Round deal by then, the stage is set for a more restrictive MFA or a protectionist free-for-all in which developing countries would certainly be losers. The draft accord may not be what they hoped for, but it is far better than the alternative.

Bonn urged to speed Uruguay Round talks

THE presidents of Germany's six top economic institutes are urging the government to back the effort for agreement in the GATT Uruguay Round, even if it means more drastic farm reform, Quentin Peel reports from Bonn.

Expressing their "deep concern" that the talks faced collapse over farm subsidies, the six spelt out a string of reasons why failure would damage the German economy.

These include the fragile state of the world economy, the exposure of Germany more than any other industrialised country to world trade, and the urgent need for eastern Europe, especially east Germany, to gain access to world markets.

The appeal amounts to an attempt to swing the debate in the government in favour of farm reform. "The government must disregard the particular interests of agriculture, press for reform of European agricultural policy, and overcome the resistance of individual EC member states. If it is to face up to the economic responsibility expected of it throughout the world."

The institutes include those from Munich, Berlin, Essen, Kiel, Hamburg and Halle.

OECD chief warns on tied-aid restrictions

By William Dawkins in Paris

TOUGH new curbs against abuse of export aid to buy goods in developing countries should not be allowed to reduce the amount of help for deserving cases, the head of the Organisation for Economic Co-operation and Development (OECD) has warned.

Mr Jean-Claude Paye, OECD secretary-general, said the changes, which came into effect on February 15, would have the effect of limiting the use of tied-aid credits for projects normally able to raise commercial finance.

The aim was to channel aid to projects useful to development but generally unable to raise money elsewhere, to ensure aid money was additional to, rather than competing against, funding on market terms, officials said.

"I urge commercial lenders and export credit insurance agencies to accept this challenge by expanding credits and coverage for commercially attractive projects in developing countries so that total flows of resources to these countries will expand," Mr Paye said.

This reflects OECD fears that banks will not rush in to fill the gap likely to be left now that tied aid is no longer allowed for commercial projects, officials added.

The rules also ban use of any tied-aid assistance linked to the purchase of the donor's exports - to better-off developing countries, broadly defined as those with per capita GNP of over \$2,465 in 1990. This includes economies such as Singapore, Taiwan and Hong Kong. The ban on aid to commercially-viable projects applies to poorer countries.

For the first time, OECD members are allowed to vet each others' aid projects in advance to ensure fair play. The transition has been controversial, as shown by a row between the US and Spain over an attempt by Madrid to rush through two large credit lines for Mexico and Venezuela, before the rules came into effect.

Both recipients are theoretically ineligible for aid under the new scheme. Attempts to settle the row have made no clear progress, say officials.

Meanwhile, the US Export-Import Bank has rushed through a \$60m (£34.2m) tied-aid agreement for AT&T switching equipment for Indonesia, which would not qualify for help of this kind under the new rules. This was to show the US was ready to go ahead with such deals if other countries did the same, a bank official said.

Balfour Beatty leads study to build Malaysian airport

AN Anglo-Japanese consortium led by Balfour Beatty, construction arm of the BICC Group, has won the contract to draw up the masterplan study to build a \$2bn airport at Sepang, Malaysia, Paul Betts reports.

The consortium also includes GEC Marconi, Trafalgar House Construction and Marubeni Corporation of Japan. It is expected to complete the study in about nine months. Winning the \$2m contract has made the consortium strongly placed to secure the order to build and develop the airport project. BAA, the UK airport operator, has also been appointed lead consultant for the study.

The Malaysian government aims to open the new airport, about 50km south of Kuala Lumpur, in 1997. BICC said yesterday the detailed engineering and first-stage construction would include two runways, terminals, associated infrastructure and a high-speed

train link. The project is expected to be financed by a mix of private and public funds.

The masterplan project team will develop proposals for further links to Kuala Lumpur. The airport project reflects the need to improve and expand airport infrastructure facilities in the Asian region, which continues to offer best potential growth in international passenger air traffic. The International Air Transport Association (IATA) expects north-east Asia to show average annual growth in international passenger numbers of 9.7 per cent, and south-east Asia of 9.3 per cent between now and 1995.

GEC Alsthom, the Anglo-French power generating equipment supplier, has won a \$95m contract to build a power plant in Pakistan. The plant, involving conversion of an existing power station at Multan, north-east Pakistan, will have total capacity of 600MW, and is due to be commissioned in 1994.

Russia and Ukraine agree to pay \$100m wool debt

THE Russian and Ukrainian governments have agreed to take joint responsibility for nearly \$100m (£42.9m) owed to Australian wool exporters by Vnesheconbank, the former Soviet bank for foreign economic affairs. Kevin Brown reports from Sydney.

Mr James Moore, insurance division manager for the Australian Export Finance and Insurance Corporation (EFIC), said the governments had pledged to repay the debt as soon as conditions allowed.

Russia and the Ukraine were the main destinations for wool shipped under a \$450m revolving 240-day credit facility

negotiated in 1990 between Vnesheconbank and Mr John Kerin, Australia's primary industries minister.

The pact was intended to help keep Soviet woolen mills running and reduce growing stockpiles of Australian wool.

But no payments have been made because of the uncertainties in the Soviet financial system following disintegration of the Soviet Union.

Arrears will reach just under \$100m if the next payment is missed.

Mr Moore said EFIC was "optimistic the people we are dealing with are doing their best to get this issue settled".

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AMERICAN NEWS

US rethinks arms procurement philosophy

George Graham reports on the challenge to stay supreme in defence technology as budgets shrink

THE Soviet threat has for decades been both a gauge and a goal for the development of US military technology, its virtual disappearance is now forcing changes not just in the size of the defence budget, but in the way that money is spent.

"We are faced now with a different world situation in which we are no longer being chased by the Soviets or the Russians in the development of new technology," says Mr Donald Atwood, deputy secretary of defence.

Some weapons systems specifically targeted at the Soviet threat, such as the Seawolf submarine or the B2 stealth bomber, are being ended or cut. But it is the whole philosophy of procurement which is changing, no longer can the Pentagon rush new systems into production as soon as they are developed, regardless of cost or operational problems.

"We have weapons which have proved themselves to be the finest in the world, and we don't have to get into production on new ones just because we are chasing someone or they are chasing us," Mr Atwood says.

But with a shrinking budget forcing severe cuts in procurement programmes over the medium term, how is the US to ensure that it has the technological and industrial capacity to regain the upper hand if some future threat emerges?

The Pentagon's "new approach to defence acquisition" involves a much more rigorous approach to the decision on when to move a weapon system from the development phase into production. Many systems will stay as prototypes until all their technical problems have been worked out, and a real military need can be demonstrated. R&D contracts are expected to move to a cost-plus basis.

"In the past, the method of contracting with the industry has either encouraged them or they have encouraged them to give away surplus stocks to themselves to buy in on the research and development phase, always in the back of their mind thinking they could get well in production. I think that's a cruel mistake and something we have to rectify," says Mr Atwood.

Mr Les Aspin, chairman of

BOEING, the aerospace group based in the Pacific north-western US, is this year to cut about 6,500 jobs in Washington state, or about 6 per cent of its employees there, because of Pentagon cuts in defence spending and a weaker market for commercial jets, writes Martin Dickson in New York.

The company said the reduction, out of a total employment of 156,500, would be achieved by redundancies and non-replacement. A company hiring freeze, which went into effect last October, would continue indefinitely.

The House of Representatives armed services committee, thinks the Pentagon's new approach is inadequate. In a recent report on the future of the defence industrial base, Mr Aspin ridicules the Pentagon's assumption that companies will be able to convert from military to commercial production and then back again as "a kind of industrial triple somersault".

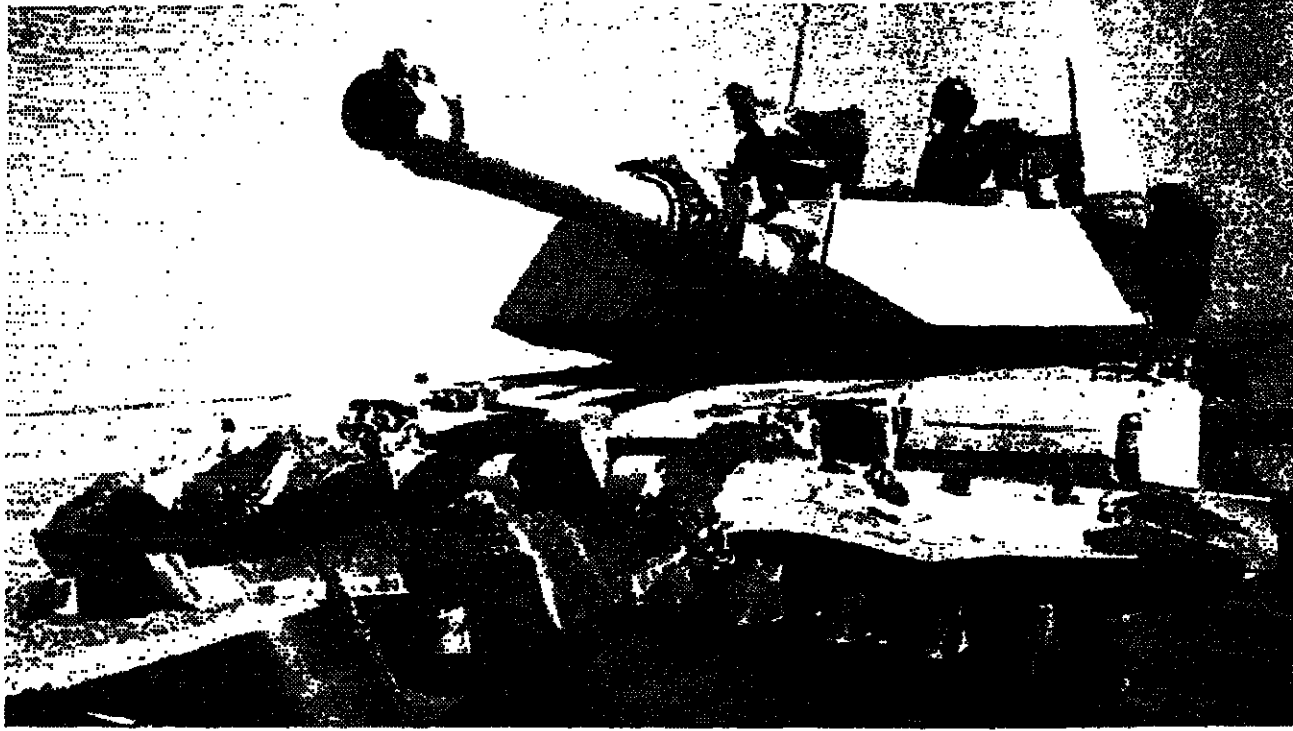
Mr Aspin's committee has in the last few years been particularly critical of Mr Cheney's policy of shutting down the production line for existing weapons and shifting funds to the development of new tanks and aircraft still in gestation, and has repeatedly written these programmes back into the Pentagon budget.

This has provided fertile ground for Mr Cheney to complain of a spendthrift Congress forcing him to buy equipment he does not need.

In many cases, Congress's insistence is motivated largely by the desire to maintain production in an influential member's district.

While this is certainly fair criticism when it comes to buying more Meals Ready to Eat (the army's ration packs) when the Pentagon is still trying to give away surplus stocks to Russia, Mr Aspin makes a more serious case when it comes to major systems such as the M1 tank and the F15 fighter.

Mr Cheney and Mr Atwood argue that the 8,000 M1 tanks in inventory have proved their superiority in Desert Storm;



the army has no need of more or better tanks.

Mr Aspin retorts that many elements of tank technology, especially armour, are uniquely defence-oriented; upgrading the armour and electronics of the M1 will maintain a "warm" continuous production capacity.

He cites an army estimate that mothballing tank production facilities would cost \$750m over six years, and it would still take 51 months from start-up, and another \$750m, to get the first tank off the line.

Senior administration officials, however, say it would only take around a year to get tank production started again so long — and the condition is important — as the Pentagon preserves critical manufacturing capability for components such as armour and engines. Some industrialists, however, believe Mr Aspin's solution of "warm" manufacturing rates combine inefficient production and high cost with only minimal reduction in the lead time needed to get the production line back up to speed.

"The conclusion I reluctantly draw is that maintaining a warm base for most items is

simply far too costly to contemplate under the type of defence budgets being proposed for fiscal year 1993," says Mr Norman Augustine, chairman of Martin Marietta.

Mr Aspin goes further and advocates low volume procurement — regardless of whether the equipment is actually needed — to keep suppliers in certain critical areas, such as nuclear-powered vessels, alive.

Rebuilding a lost shipyard, Mr Aspin estimates, would cost at least \$1.5bn and take six to seven years.

"If you want to be able to produce ships, if you want to be able to produce tanks — but there is no direct requirement to do so right now in military terms — you may need to produce some just to maintain the ability to produce some. That may be a necessary inefficiency," comments Mr Gordon Adams, director of the subcommittee on the House Armed Services Committee.

Neither the administration nor Congress, however, wants to grapple with the question of choosing the survivors.

"He who gets the contract will survive. He who does not, will not," says Mr Aspin. But

IMPACT OF NEW DEFENCE ACQUISITION APPROACH (\$bn)

	Prior years	Fiscal year 1993	Cumulative through 1997
B2 Stealth Technology	-	-0.6	-14.5
SSN-21 Seawolf Submarine	-3.4	-2.5	-17.5
Comanche Helicopter	-	-0.1	-3.4
Small ICBM missile	-0.2	-0.6	-1.0
ADATS Infantry Air Defence System	-	-0.2	-1.7
Advanced Cruise Missile	-	-0.4	-1.3
For Navy Fighters	-	-0.1	-0.6
Block III Tank	-	-	-0.4
Line of Sight	-	-	-0.9
Anti-Tank Weapon System	-	-	-0.7
Other	-	-	-
Total Adjustments	-3.6	-4.4	-42.1

Source: US Defense Department

this kind of industrial Darwinism could leave the US dependent on fragile single suppliers. The choice becomes particularly difficult at the subcontractor level, but it may be here that the most critical threat to US technological capacity is posed. "The problem with defence industrialisation is really at the subcontractor and vendor level. There's a certain amount of guys where the commercial world does not

have a demand for what they make, and nobody has the policy to deal with that," says Mr John Ford, a former staff director of the House armed services committee.

It is ironic that, before US generals and industrialists have finished applauding the triumph of free market capitalism over the Soviet system, they may be forced to back into a form of centralised industrial policy.

Brazil changes sell-off rules to draw investors

By Christina Lamb in Rio de Janeiro

BRAZIL is to alter its privatisation programme rules in an attempt to attract foreign investors, so far conspicuous by their absence.

Almost all the \$1.7bn raised through state sell-offs last year consisted of domestic debt swapped at face value. Only 0.3 per cent was in the form of foreign debt instruments, which carry a fixed 25 per cent discount. According to Ms Maria Silvia Bastos Marques, an adviser on the privatisation programme, it is this discount that has deterred foreign investors.

"All the foreign banks we speak to complain they are being discriminated against and as a result there has really been no foreign participation," said Ms Marques yesterday.

Under a Brazilian Senate resolution, foreign debt instruments must be discounted in conversion operations. However, under the new rules to be introduced by mid-March the

value of the discount will be determined by auction, with a minimum of 5 per cent. Auctions will be held quarterly for options to convert foreign debt in the next three months' privatisations.

The National Development Bank (BNDES), which is co-ordinating the privatisation programme, has altered other rules to attract foreign participation.

The two year lock-in period during which foreigners were required to maintain shares in privatised companies has been abolished and the period for which the money must remain in the country has been reduced from 12 to six years.

BNDES officials have been anxious to change these rules before later, when large companies from the petrochemical sector go on sale. This week an auction for Golasferil, a loss-making fertiliser company, had to be suspended because there were no buyers.

Two to appeal in Mendes murder case

By Christina Lamb

THE Brazilian rancher and his son convicted for the murder of Mr Chico Mendes, the ecological campaigner, will today appeal for their sentences to be overturned.

Mr Darli Alves da Silva and his son Darcy were sentenced in December 1990 to 19 years' imprisonment for plotting the shotgun killing of Mr Mendes in his home in the Amazonian town of Xapuri two years earlier. As leader of the Amazonian rubbertappers, Mr Mendes was credited with publicising the destruction of the rainforest by landowners.

Mr Darcy da Silva, 23, admitted the crime but later with-

drew his confession and subsequently maintained his innocence along with his father. However, a 15-year-old boy who had worked at their ranch gave detailed testimony of their plotting and they were convicted unanimously.

The da Silvas hope that with the fading of international attention, their sentences may be reversed. However, environmental campaigners believe this would cause an international outcry which President Fernando Collor is anxious to avoid as host of the UN-sponsored World Environment Conference in Rio de Janeiro in June.

Terror of taxmen strikes Argentina

By John Barham in Buenos Aires

THEY are called the "untouchables". They attack unpredictably, hunting in packs. Argentina's tax inspectors are striking terror into the hearts of businesses great and small.

The "untouchables" have been busy for over a year, in a tough campaign against tax evasion. But they only really entered the limelight when inflation in January lurched out of control, leaping to 3 per cent from 0.6 per cent in December.

Mr Domingo Cavallo, economy minister, blamed the retail and service sectors and unleashed the "untouchables" in the hope of halting index-linking, which he saw as mortal threat to his anti-inflation policies.

Since then, there has been no stopping them. In Buenos Aires, they are closing down over 10 businesses a day, tap-

ing bright red seals across the doors of alleged tax evaders. The increasing risk of detection and the considerable costs has prompted companies to come clean in unprecedented numbers. Above all, the seals are blatant warning of the costs of raising prices.

The tax department was once a standing joke. Inspectors were notoriously inept. Tax dodging reached such extraordinary proportions that the World Bank reported that in 1988 corporate and individual income taxes accounted for just 1.5 per cent of gross domestic product.

When Mr Cavallo took office in January 1991, he saw tax evasion as one of the root causes of Argentina's economic malaise. He claims to have run a \$200m budget surplus in 1991, and plans to raise current revenues by 20 per cent to a forecast \$35bn in 1992.

US trade deficit in 1991 narrows sharply to \$66bn

By Michael Prowse in Washington

A COMBINATION of recession and robust export growth led to a sharp narrowing of the US trade deficit last year, the Commerce Department reported yesterday.

The merchandise trade deficit fell to \$66.2bn compared with \$101.7bn in 1990, ending a seven-year string of \$100bn-plus deficits.

Figures for December, however, showed a widening of the monthly deficit to \$5.9bn against \$4.2bn in November. The deterioration, concentrated mainly in capital goods, reflected a \$1bn rise in imports to \$42.1bn and \$0.6bn fall in exports to \$36.1bn.

The improvement in the deficit last year reflected a 7 per

cent increase in exports and a 1.5 per cent decline in imports.

Exports of manufactured goods rose 9.3 per cent, indicating that US industry is more competitive in world markets.

US trade performance improved against most regions: the US surplus with western Europe, for example, rose to \$16.1bn compared with \$4.0bn in 1990. The bilateral deficit with Japan, however, widened from \$41.1bn to \$43.4bn.

Many analysts expect a fresh deterioration of the overall trade deficit this year.

Imports are expected to rise sharply if the domestic economy recovers from recession. Weaker demand in overseas

markets may curb export growth.

Four in 10 Americans believe their personal finances have worsened under the Bush administration, Money magazine said in a poll released yesterday. AP reports from New York. The poll also found that one in five Americans, when surveyed last year, believed the country was in the beginning of a depression.

Money further found that 30 per cent of all consumers will continue to spend less money after the downturn ends.

The survey is based on results from two 1991 polls conducted for the magazine by Willard and Shullman, a research company.

New Hampshire's margin for Bush cut

By George Graham in Washington

FINAL vote counts from Tuesday's New Hampshire primary have cut the tallies of both President George Bush and his right-wing challenger, Mr Patrick Buchanan.

After adding in candidates written in on the ballot papers, officials said President Bush had won 53 per cent of the votes in the Republican party primary, rather than the 58 per cent he was initially credited with.

Mr Buchanan, a former speechwriter to presidents Richard Nixon and Ronald Reagan, won 37 per cent of the vote, rather than 40 per cent as initially reported.

While the revised official count lowers Mr Buchanan's

vote below the 40 per cent barrier, it also narrows Mr Bush's margin of victory. It does not appear to have substantially altered the view that Mr Bush had been badly embarrassed.

"I don't think anyone is going to get too euphoric over a 53 to 37 score," an administration aide said.

For the Democratic primary, the adjustment was much smaller. Governor Cuomo's name was not on the ballot, but a write-in campaign produced a 4 per cent score. Mr Paul Tsongas, the former senator, saw his winning total cut to 33 per cent from 34 per cent, while Governor Bill Clinton of Arkansas dropped from 26 to 25 per cent.

Noriega officers 'met CIA'

A FORMER high-ranking officer in the Panama Defence Forces (PDF) who served under Gen Manuel Antonio Noriega has testified that the PDF maintained extensive contacts with the US Central Intelligence Agency during the time Noriega ruled Panama. Henry Haxman reports from Miami.

Major Cleto Hernandez said in video-tape evidence shown at Gen Noriega's drug-trafficking trial in Miami that, from 1972 on, he had direct contacts with the CIA. He alleged meetings at CIA offices at which intelligence officials from Central American countries and the CIA exchanged information. But he did not know if Panamanian intelligence officials had reported to the CIA on Cuba.

Caterpillar strike grows

By Barbara Durr in Chicago

ATTEMPTS to restart contract negotiations between Caterpillar, the world's biggest maker of earth-moving equipment, and the United Auto Workers union have failed. Both sides in the three-month-old dispute appear to be digging in for a long battle.

After a meeting on Wednesday, the UAW rejected the company's latest amendments to its previous contract proposal. The union said the modifications fell short of an "equitable pattern agreement". Pattern agreements are comparable labour contracts within an industry. The UAW is determined to win a contract similar to one it agreed last year with Deere & Co, also a heavy-equipment maker.

Caterpillar said it was "disappointed" with the UAW decision and warned its latest offer was final. The company had asked for a return to the bargaining table this week after recalling some 5,600 union members it had locked out last November.

The lock-out was in retaliation for a partial strike by 2,400 UAW members. But the union has placed 5,600 members on strike, bringing the total to 8,000. The UAW represents over 16,000 Caterpillar workers. The union claimed the company was engaging in "union-busting behaviour" by hiring a security company it says has been known to use tough tactics.

The strike affects plants in four states, with Illinois, where Caterpillar is based, hit especially hard.



Vocal separatists of Quebec: one of the few groups not represented at the conferences

Many pitfalls may still lie in wait for the spirit of a stable Canada

Bernard Simon on a conference for the broadest imaginable constituency

IF POLITENESS and bonhomie were enough to solve a country's political problems, the spirit at a series of conferences held across Canada over the past five weeks might suggest that the threat of a Quebec breakaway has been averted.

The broadest imaginable cross-section of Canadian society — including the Bank of Montreal's chairman, a British Columbia Indian leader, the blind director of the Canadian Disability Rights Council and several dozen "ordinary" folk chosen by lottery — gathered in a different city each week-end to swap ideas on how to prevent one of the world's most stable democracies from breaking apart.

With the help of some careful behind-the-scenes planning, the conferences demonstrated the famed Canadian spirit of tolerance and compromise at its best.

In an atmosphere akin to a trade convention, the 240-odd participants split into small working groups and lined up at microphones in plenary sessions to politely spell out their views on the thorniest issues in Canadian politics. Many acknowledged that the experience changed their minds, especially towards the French-speaking province of Quebec.

Such open-mindedness has undoubtedly improved the climate for the tough negotiations which lie ahead in the run-up to the sovereignty referendum which Quebec is expected to hold in October. The conferences succeeded in find-

ing broad and, in some cases, surprising agreement on some of the issues which will confront both French and English-speaking Canadians over the next few months.

But Canada is by no means out of the woods. As Mr Gordon Robertson, one of the country's most respected constitutional experts, put it at the final meeting in Vancouver last weekend: "We've achieved success by avoiding a lot of the hard questions."

The conferences, each with its own theme, were organised by Constitutional Affairs Minister Joe Clark to counter criticism that the public was not being adequately consulted in drawing up a new deal between Quebec and the country's other nine provinces.

The meetings were designed to dovetail with the work of a 30-member person, the federal committee which is gathering reaction to a series of constitutional proposals submitted last September by Prime Minister Brian Mulroney's government.

Ottawa has suggested in essence a greater devolution of powers to Quebec in return for greater federal authority over economic policy. The package also includes concessions to numerous other disaffected groups. Western Canadians would be offered a stronger

voice in Parliament, and aboriginal people would get a commitment to a measure of self-government.

Judging by the conferences, English-speaking Canada is now willing to give Quebec constitutional recognition as a "distinct society", the issue which more than any other fuels Quebec nationalism.

The conferences have cleared the way for the Senate, the upper house of Parliament, to be converted from an appointed body into an elected body, and for more concerted drive to bring down the pervasive non-tariff barriers which impede trade between the provinces.

But, in all these areas, some big gaps remain.

Quebec separatists, who have had the bit between their teeth for the past two years, were among the few constituencies not represented at the conferences. Even the more-flexible Quebecers are warning that their English-speaking compatriots may be lulling themselves into false complacency. "On a symbolic level, we've made progress," said one Quebecer in Vancouver. "But we haven't begun to find a consensus on what powers should be devolved."

There is a widespread fear that the old rifts will open up again, once specifics are put under the microscope. All the

Cheney urges halt to Condor missiles

By John Barham in Buenos Aires

MR Dick Cheney, US defence secretary, is understood to have pressed Argentina to keep its promise to halt the Condor II medium-range missile project and impose tighter controls on other sensitive projects, especially its small nuclear technology industry.

Mr Cheney arrived yesterday in Buenos Aires as part of a whistle-stop swing through five Latin American republics.

The US is leading an international campaign to halt the Condor project. The Argentine air force has systematically evaded civilian control and is believed to have transferred Condor designs to Middle Eastern countries. Only last week did the air force formally transfer the Condor to a civilian space commission.

Mr Cheney's visit comes as the region's armed forces are searching for a new role, now that civilians govern South America. Mr Cheney gave his firm backing to efforts to professionalise the military.

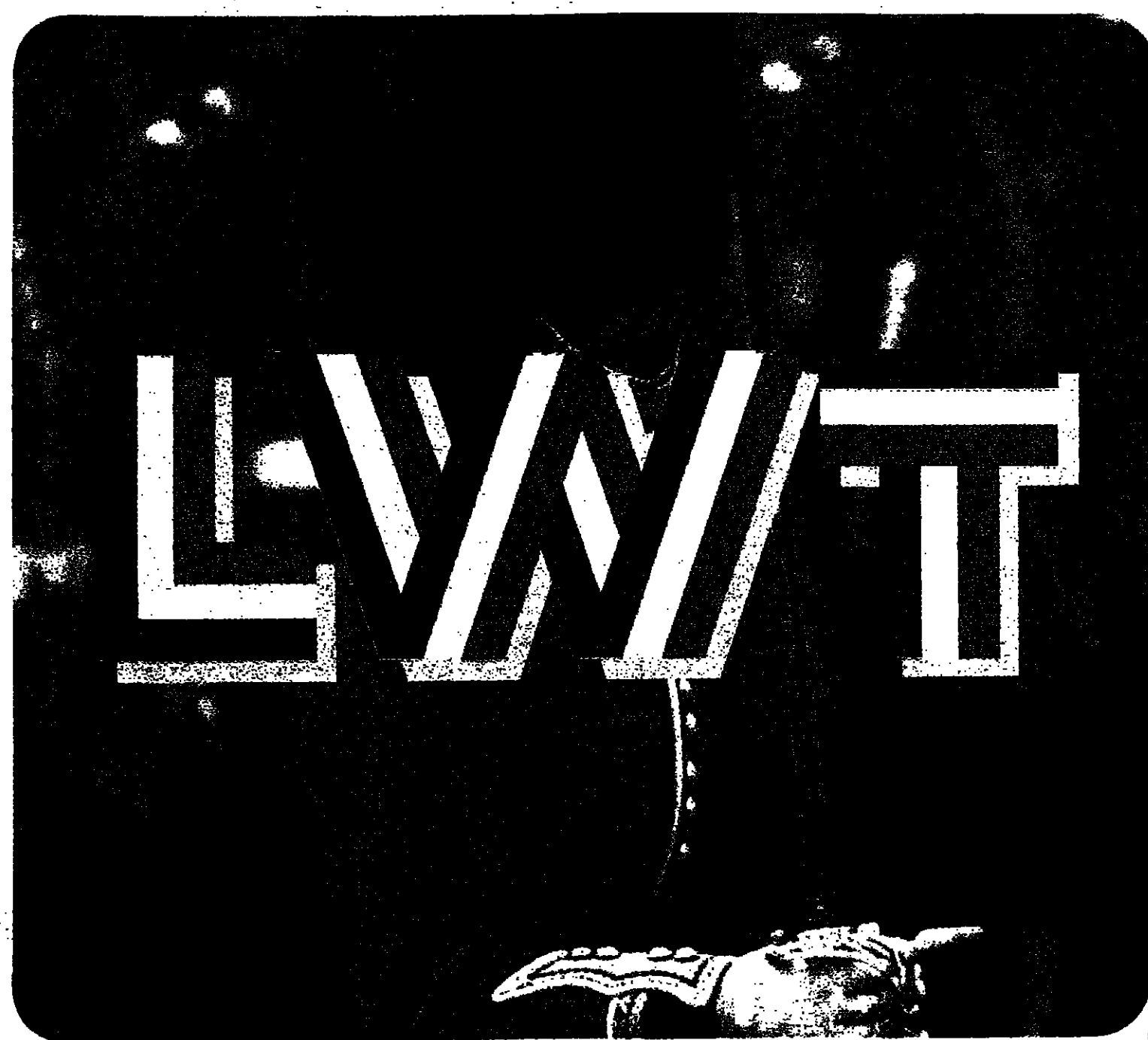
Mr Erman Gonzalez, Argentine defence minister, agreed broadly with Mr Cheney.

The Argentines demanded that Washington resume arms sales to its armed forces. Washington has supplied some equipment, but has informally backed Britain's arms embargo, introduced at the time of the 1982 Falklands conflict, by withholding sensitive hardware.

Argentina wants to buy second-hand F-16 jet fighters, a move opposed by London.

SIEMENS NIXDORF

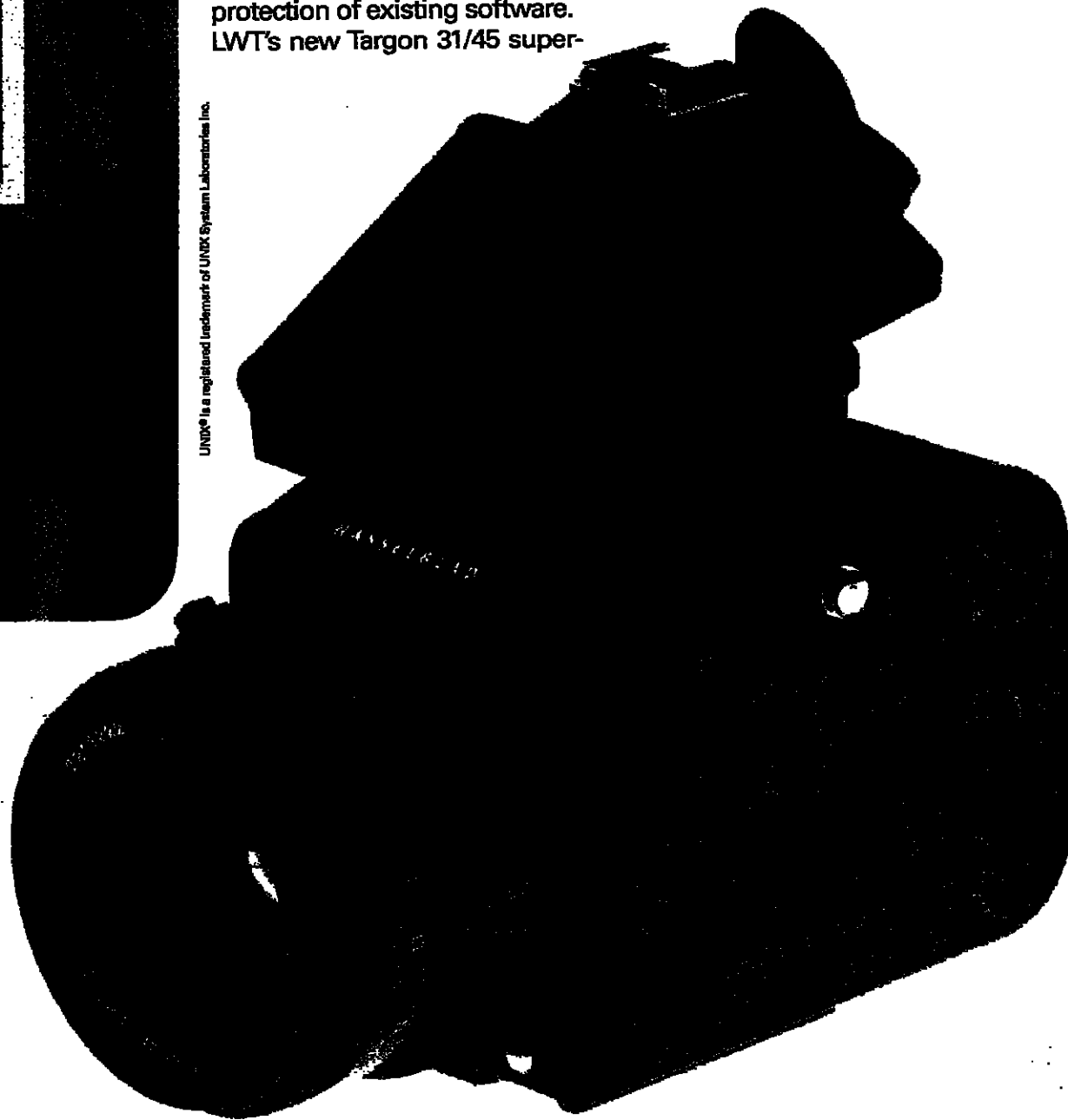
IT-WORLD NEWS



London: LWT switches to UNIX with Cross Basic.

In 1976, London Weekend Television invested in a Siemens Nixdorf solution which promised long-term investment protection, expandability and cost-savings: Quattro computers and COMET Software. That promise was fulfilled, and in 1991 the station decided to switch to UNIX, to bring the system in line with LWT's open system strategy. Siemens Nixdorf presented a new system which guaranteed a route to open systems coupled with full protection of existing software. LWT's new Targon 31/45 super-

micro, supported the company's installed UNIX technology, and corporate network users could access applications software previously held on the Quattro 8870. Siemens Nixdorf Cross Basic handled the software transfer: existing proprietary applications, now run on the Targon. "We have been able to connect existing applications to our open systems environment without the cost of rewriting our software," says Paul Gibson, LWT's group systems controller.



Gothenburg: Client/Server network sharpens the focus on business at Hasselblad.

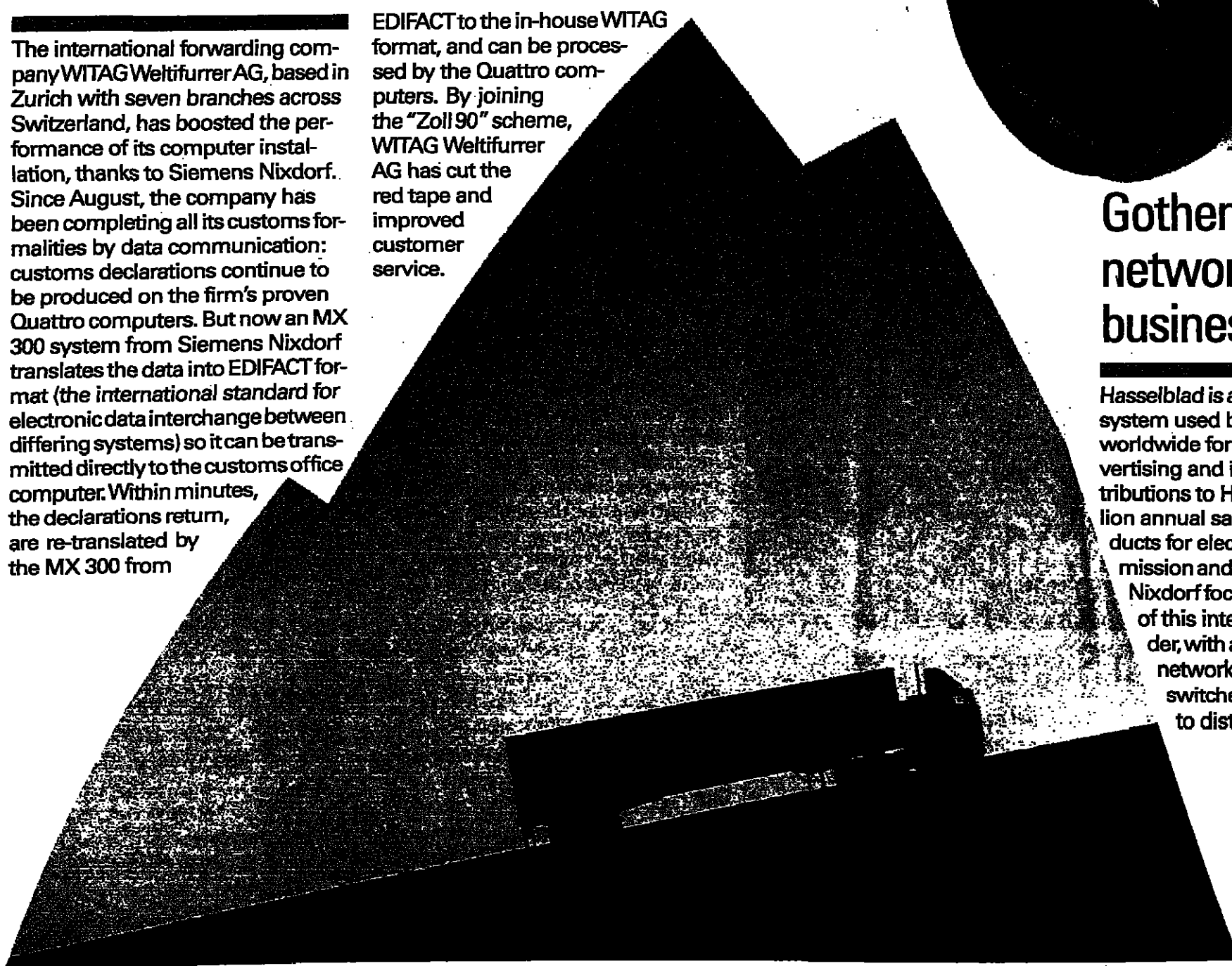
Hasselblad is a professional camera system used by photographers worldwide for fashion portraits, advertising and industry. Other contributions to Hasselblad's K637 million annual sales come from products for electronic image transmission and processing. Siemens Nixdorf focuses the organisation of this international market leader, with a modern client/server network. Hasselblad has switched from centralised to distributed information

processing. Master data is managed centrally using databases on a Siemens Nixdorf host computer, running under the operating system BS2000. Commercial tasks – purchasing, materials management, wages and salaries accounting and word processing – are handled by 100 connected terminals and PCD systems. Data is transferred smoothly across this complex network by Transdata, the Siemens Nixdorf software for teleprocessing and networking different types of systems and computers.

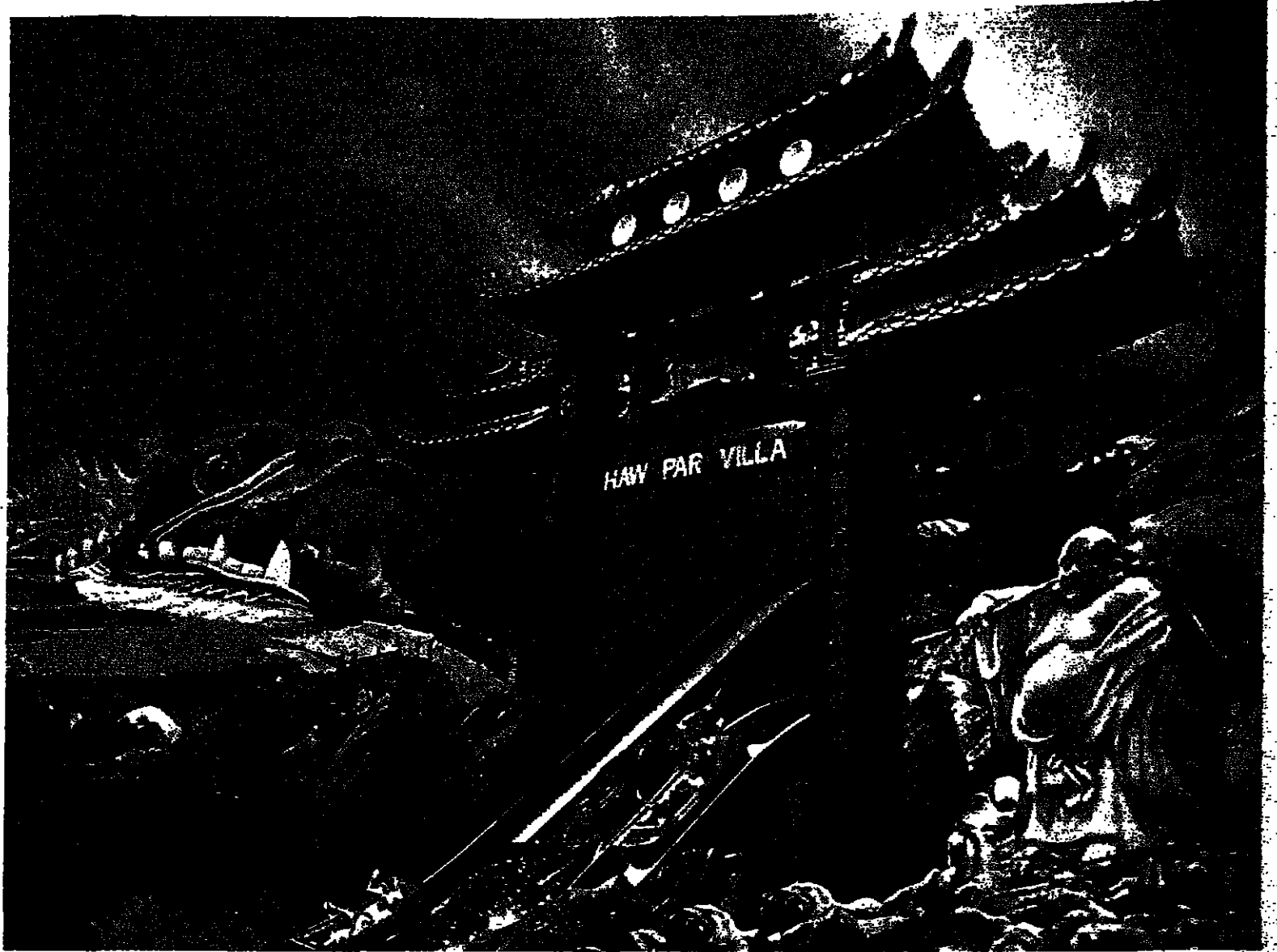
Zurich: Swiss freight company takes the fast lane with Siemens Nixdorf.

The international forwarding company WITAG Weltfurrer AG, based in Zurich with seven branches across Switzerland, has boosted the performance of its computer installation, thanks to Siemens Nixdorf. Since August, the company has been completing all its customs formalities by data communication: customs declarations continue to be produced on the firm's proven Quattro computers. But now an MX 300 system from Siemens Nixdorf translates the data into EDIFACT format (the international standard for electronic data interchange between differing systems) so it can be transmitted directly to the customs office computer. Within minutes, the declarations return, are re-translated by the MX 300 from

EDIFACT to the in-house WITAG format, and can be processed by the Quattro computers. By joining the "Zoll 90" scheme, WITAG Weltfurrer AG has cut the red tape and improved customer service.



Vocklabruck: Siemens Nixdorf builds Telefunken's bridge to the UNIX world.

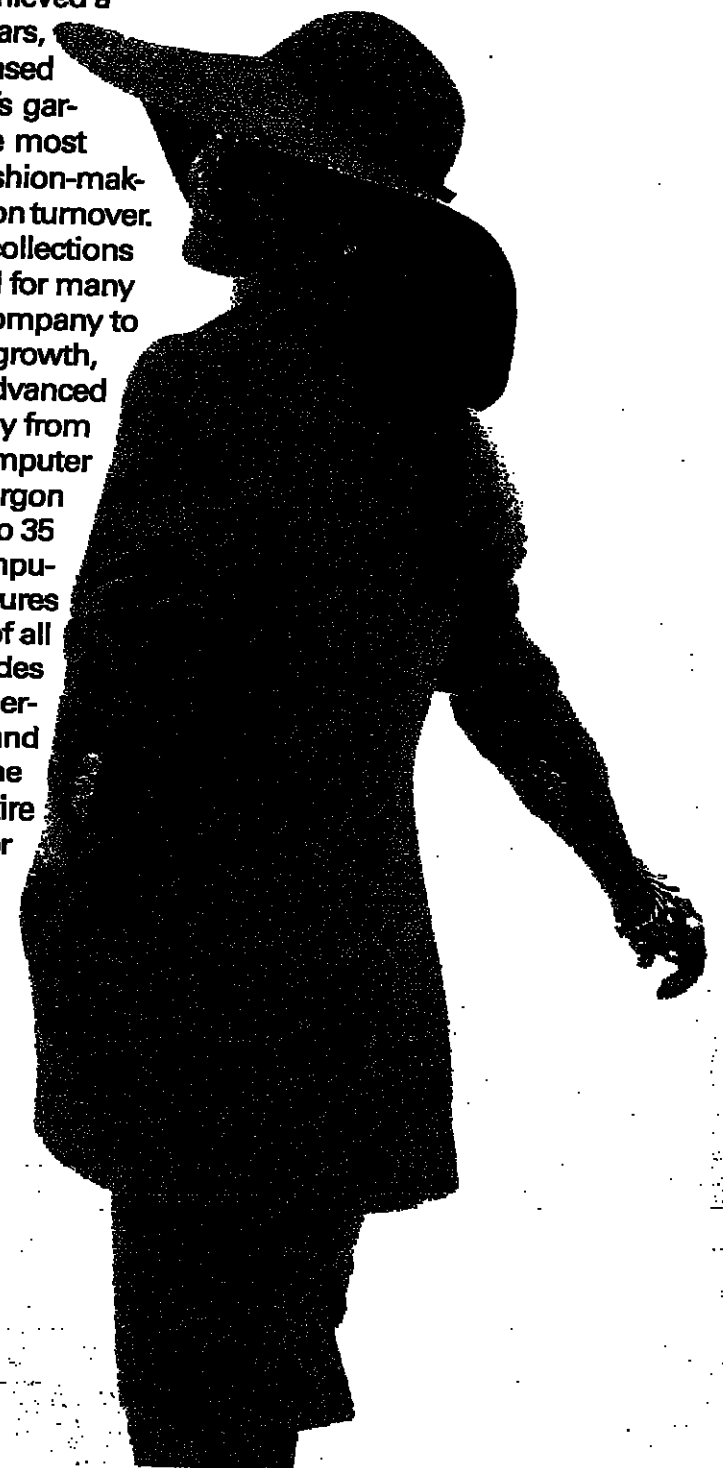


A year ago, International Theme Parks Pte Ltd opened Dragon World Park. Today, this is one of Singapore's major attractions, where tourists can learn all about Chinese mythology. Behind the scenes: a complete \$S1 million integrated in-

formation solution from Siemens Nixdorf. A Targon 31/15 UNIX computer, with on-line connections to 30 8860 POS terminals, controls food and beverage management, performs ticketing and admission administration, runs financial accounting and monitors shop sales.

Major features include computerised timetables at entry and exit points, which provide accurate and immediate visitor figures and give management the ideal basis for strategic planning and decision-making.

Gibierre S.p.A. has achieved a great deal in seven years, expanding from a licensed distributor of women's garments into one of the most sought-after Italian fashion-makers, with a DM 11 million turnover. Demand for Gibierre collections has been international for many years. To enable the company to keep track of its rapid growth, Gibierre has ordered advanced information technology from Siemens Nixdorf: a computer network including a Targon M31 computer, Quattro 35 high-performance computer and peripherals ensures the smooth handling of all operational tasks. Besides stock organisation, ordering, order processing and financial accounting, the system handles the entire production planning for two collections, with more than 80 models, each year.



Sixt, with its low prices and new ideas for customer service, is on the way to becoming one of Germany's top car rental companies. Cooperation with Siemens Nixdorf has paid off for Sixt in the long run: A company-wide network is now handling the greatly expanded scope of operational and adminis-

trative tasks. There are 140 Siemens Nixdorf systems at Sixt's rental outlets, a central computer at head office and a direct link to the Dallas computer centre of licensing partner Budget Rent-a-car, for international reservations and invoicing — this is an exclusive Sixt service. Siemens Nixdorf has proved to be just the right partner to implement

new self-service ideas, with its "Rentomats" located at all German airports. Travellers can use Siemens Nixdorf CSCs up to a few minutes before take-off to book a Sixt car at their destination airport – new technology improving the efficiency and simplicity of self-service facilities.

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module by module.
has also kept pace
growth. Besides its
processor computer.

Brussels: COMET rockets to UNIX for PEPE Jeans.

What began in 1973 in a small shop on London's Kings Road has grown into one of the five largest jeans brand names: the PEPE label on jeans and casualwear now generates sales worth billions. And now, all the strings controlling PEPE's entire European business will soon be pulled from what was their Benelux headquarters in Brussels. More business demands greater computer power: PEPE, which has used COMET software and Quattro systems from Siemens Nixdorf since

1984, has decided to become a UNIX® user—reaffirming its partnership with Siemens Nixdorf. Because Siemens Nixdorf could guarantee that—despite a change of hardware—all existing data and applications software could be switched to UNIX, smoothly and without disruption. The software transfer from Quattro to Targon 31, running under UNIX, was completed in only four days. And COMET, Europe's largest software library, has proved again that it is an economical, secure, long-term investment in technology.



Aretsried: CAI from Siemens Nixdorf makes everything run smoothly at Müller-Milch.

Innovative product ideas and entertaining advertising are vital ingredients in the recipe for success at Alois Müller GmbH, Germany's biggest dairy company. Another is its partnership with Siemens Nixdorf. Computer Aided Industry (CAI) is the idea behind Siemens Nixdorf's new system to combine a

variety of processes into a homogenous whole. At Müller headquarters in Aretsried, data processing is shared by a BS 2000 host and a SINIX® computer, which handle production planning and control, computer-aided manufacturing and sales and corporate administration. The network also links to SINIX systems at branches in Germany and

subsidiaries in Britain and France. Now the firm runs more smoothly: from farmers' invoices to telephone sales, from cold store control to electronic handling of filling plants; and from packaging recycling to route planning for the company fleet, delivering around 1 billion fresh products every year.

SINIX is the UNIX operating system from Siemens Nixdorf. UNIX is a registered trademark of UNIX System Laboratories Inc.

Luxembourg: COMET – The spark for growth at Electro-Auto.

Electro-Auto never doubted Siemens Nixdorf's long-term support for customers' corporate development. Six years ago, the Luxembourg-based supplier of automotive electrical and mechanical systems and accessories entered the world of Quattro and COMET, Europe's most comprehensive software complex. Initially, COMET dealt only with book-keeping, but other applications were covered module by module. The hardware has also kept pace with corporate growth: besides its 8870 monopro-cessor computer, Electro-Auto now

uses the advanced multiprocessor technology of the Quattro 45. The entire range of commercial tasks, from order processing and stock management to invoicing and production, is managed by five COMET software subsystems. For Electro-Auto, COMET and Quattro have proved a reliable solution, with countless opportunities for further development. "We know that our requirements will always be met by Siemens Nixdorf's ongoing hardware and software developments" says Electro-Auto's Mr. Pierre Reinert.



Copenhagen: Pharmaceuticals wholesaler increases logistics performance with BS2000.

Rarely is product availability in the right place at the right time so important as in health care. K V Tjellesen A/S is one of four Danish pharmaceuticals wholesalers, and has chosen a system that is open for communication with its business associates' systems: a 7.500 C40 running under the operating system BS2000 from Siemens Nixdorf. Using the software package SIAM, this high performance computer handles all order processing and

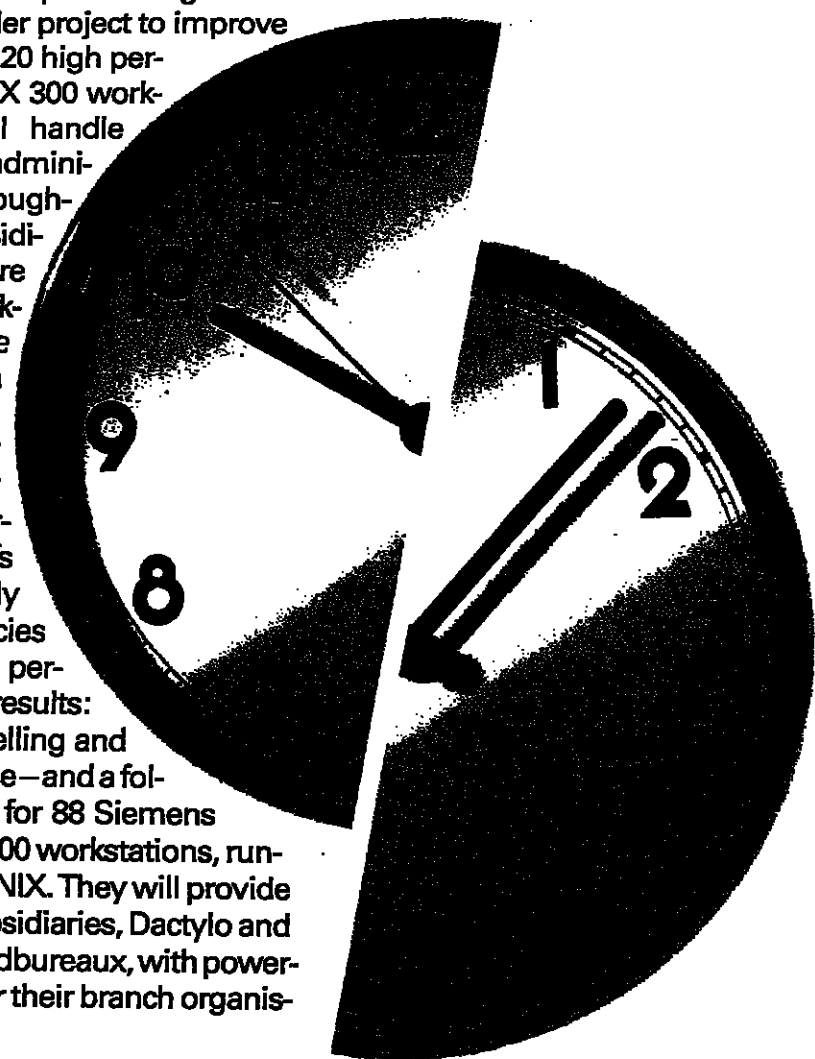
contracts, plus book-keeping and stock organisation. Products ordered by pharmacies over the telephone can be called from stock immediately and delivered just-in-time. Out-of-stock products are re-ordered immediately from the manufacturers. The result: by improving its logistics, K V Tjellesen has shown itself to be a powerful partner for pharmaceuticals manufacturers and pharmacies—and has strengthened its market position.



SIEMENS NIXDORF

Almere: Time-saving solution for a leading dutch temp staff agency.

Vedior International BV Holding is one of Holland's biggest employment agencies, with a 1.6 billion guilder turnover and more than 1500 employees. With Siemens Nixdorf, it is implementing a 5.0 million guilder project to improve its service: 220 high performance MX 300 workstations will handle the branch administration throughout its subsidiaries. More than 100 workstations have already been installed at its subsidiary ASB. They deliver information that's updated daily on vacancies and qualified personnel. The results: better counselling and a faster service—and a follow-up order for 88 Siemens Nixdorf MX 300 workstations, running under UNIX. They will provide two other subsidiaries, Dactylo and Vedior Uitzendbureaux, with powerful support for their branch organisations.



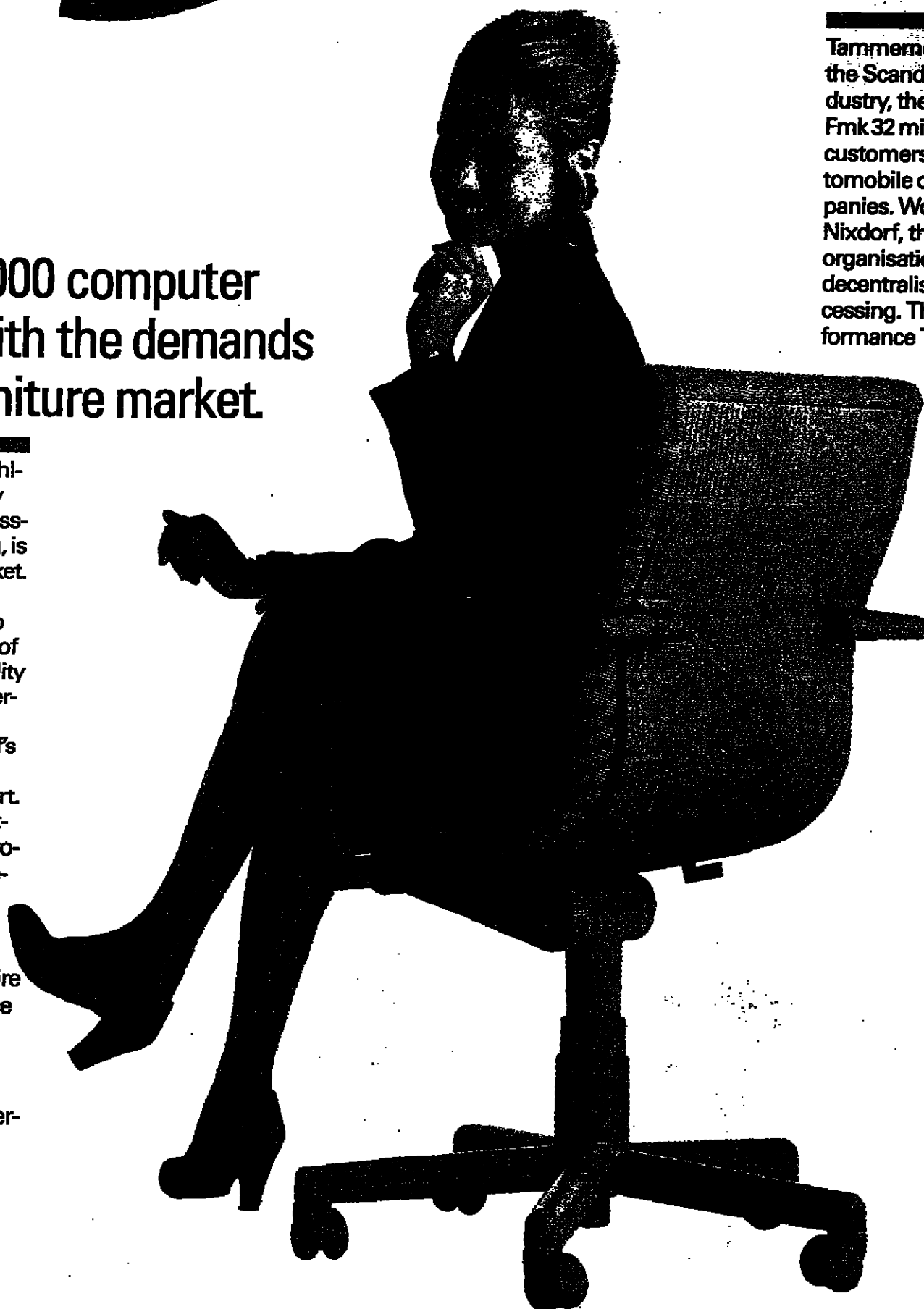
Tampere: Targon illuminates a Northern lighting leader.

Tammemeon is a shining light in the Scandinavian neon display industry, the market leader with a Fmk 32 million turnover and a list of customers ranging from major automobile dealers to petroleum companies. Working with Siemens Nixdorf, the company is putting its organisation in the right light, by decentralising its information processing. The first step is a high performance Targon computer with

integrated PCs. Estimates and order processing are handled at workstation level. The Targon system also provides other vital information, including product and customer details. This Siemens Nixdorf solution improves the flow of information between administration and production departments: orders can be transferred from the sales office computer to production planning, to be fulfilled just-in-time.

Pohlheim: BS 2000 computer power grows with the demands of the office furniture market.

Franz Vogt & Co KG (VOKO) of Pohlheim, near Frankfurt, a company with a long track record of successful innovation in office furnishing, is shaping up for a toughening market. A DM 3.5 million order to boost VOKO's computer power went to Siemens Nixdorf. With 50 MIPS of power, excellent network capability and open communication of interfaces the H90 high performance computer from Siemens Nixdorf's BS 2000 family is at the heart of the company's restructuring effort. A changeover to a modern client-server system, introduction of production control centres and development of a material management system are as much a part of this process as the advanced new just-in-time logistics: the entire VOKO product range—from office furniture, partitioning and filing systems to complete furnishing programmes for banks—will be manufactured under proven, order-related just-in-time principles.



IT-WORLD NEWS shows how not only the really large but also smaller and medium-sized companies can benefit from co-operation with Siemens Nixdorf. With a product spectrum ranging from mainframe computers to self-service terminals, Siemens Nixdorf can offer its customers all the components needed for efficient IT solutions. The synergistic advantages provided by a system partnership with Siemens Nixdorf become especially clear in the long term: Siemens Nixdorf supports companies of all sizes and in all sectors in their development, introduces them to new technologies, co-ordinates computers and systems of the most varied classes in efficient networks—and thus puts its customers' investments on a secure long-term basis. For further information, please contact: Siemens Nixdorf Informationssysteme AG, UK 41, Postfach 83 09 51, 8000 München 83

Synergy at work

UK NEWS

Helicopter club to be grounded by auditors

By David White, Defence Correspondent

EVERY MONTH, a group of companies jointly hires a helicopter from Liverpool to London to enable them to collect their contract payments from the Ministry of Defence (MoD).

Among all the quack practices that have become part of British military tradition, the "helicopter club" is among the least known.

Its existence comes to light in a report today by the National Audit Office (NAO), which monitors how public funds are used. But it is set to disappear when the MoD introduces automatic payment transfers this spring. The ministry has been chewing over this change for eight years.

In the meantime, contractors such as GEC-Marconi and Westland have been organising the helicopter run in order to collect payable orders from the MoD's Directorate of Accounts (Bills) in Liverpool, rather than wait for the mail.

The Liverpool directorate handles about half the MoD's £34m annual payments. Under current practice, contractors present bills to the MoD every four weeks, on a Monday. Payable orders are available for large contractors at 11.30 on the Friday morning, and for other suppliers the following Monday. Using the mail, it would take until Wednesday or Thursday for companies to clear the funds, so the main suppliers arrange with the Bank of England to present the orders themselves and clear the money into their accounts the same day.

Leading contractors yesterday confirmed the arrangement - one acts on behalf of the others to pick up payable orders often worth tens of millions of pounds. The round-trip flight costs about £2,000, according to charter companies.

The cost of the trip can be more than covered by earnings on overnight money markets. The Treasury, according to the NAO, has accepted this arrangement because it sets a good example of prompt payment.

But the MoD has been considering since 1984 whether electronic transfer might not be easier. It decided in principle to move to the BACS clearing system in 1989 but was concerned that it might actually delay payments to its main suppliers. The system is now due to be introduced in April - although contractors suspect it may be later - simultaneously with a switch to fortnightly billing.

The NAO found that the MoD overpaid contractors £168m in the 1989-90 financial year. The money was subsequently recovered, but on average five months later.

Business questions status of Scotland

By James Buxton, Scottish Correspondent

THE Conservative party's hopes of maintaining the constitutional status quo in Scotland suffered a serious setback yesterday when two leading business groups admitted change was inevitable.

A cross-party group of businessmen heading medium-sized companies launched an organisation called "Business Says Yes" - to constitutional change. They said many business people were "eagerly awaiting the establishment of Scotland's own government" and believed it would be good for business.

In a separate statement, the Confederation of British Industry (CBI) in Scotland said "the present mechanisms of government could be improved". But it added that the alternatives on offer from the opposition would be bad for the Scottish economy and challenged all parties to offer better proposals.

The acknowledgment by the CBI in Scotland that the constitutional status quo was no longer tenable came only ten months after a survey showed that three quarters of its members were opposed to any form

of Scottish assembly, with more than half favouring no change.

Mr Alasdair MacCallum, chairman of the CBI in Scotland, said his main objection was to the proposal by Labour that a devolved Scottish parliament could impose higher income tax in Scotland than in the rest of the UK.

But independence, proposed by the Scottish National party, was the most dangerous option of all, he said.

The CBI's Scottish council, composed of leaders of Scottish industry, issued a 14-point

questionnaire to all four Scottish political parties challenging them to show how their proposals "would enhance the position of businesses operating in Scotland". It asks whether the parties would raise or lower taxes on business.

In Edinburgh, Mr Tom McGregor, chairman of Business Says Yes, said a Scottish parliament would be responsive to the needs of Scottish business. It would end the over-taxation of Scottish business caused by the fact that business rates in Scotland are

40 per cent higher than those in England.

The group thinks the Conservative party is unpopular and out of touch in Scotland. It believes the business community would be better represented in a Scottish parliament.

Mr Stewart Macphie, a food manufacturer, said Scottish businesses were "choked" by London-based governmental bureaucracy. "The status quo is only an option to someone as small-minded and pig-headed as Ian Lang [the Scottish Secretary]", he said.

BRITAIN IN BRIEF



FT named newspaper of the year

The Financial Times has been named newspaper of the year in Granada Television's "What the papers say" annual awards.

The judges praised the paper's "new responsiveness" in its coverage of the Gulf war, the collapse of the Soviet Union and a series of business scandals, notably the collapse of the Bank of Credit and Commerce International and the Maxwell empire.

Although parts of the newspaper remained primarily of interest to the specialist reader, the judges were impressed by the "almost novelistic newswriting in the way some of the scandals were reported." The award, said the judges, recognised the FT's "remarkable energy, its new investigative and news-gathering strength and its visibly broadened appeal".

Vauxhall faces overtime ban

Union leaders at Vauxhall, the UK subsidiary of General Motors, have chosen an overtime ban as the best means of pursuing a dispute over pay with the company.

However the start of any ban - already sanctioned by workers in most unions through a series of ballots - will be delayed by at least a week.

Plant convenors and local union officials are asking the company to meet national union officials and improve a two-year pay offer of 5 per cent in year one and the inflation rate in the second year.

They also want the EETPU electricians' union to re-ballot members in the Luton manufacturing and parts plants on the ban.

EC energy plans dismissed

The government has dismissed as "unrealistic" European Commission plans to start an energy tax to combat global warming early next year.

Officials giving evidence to the House of Lords European Communities Committee said it could take five years to agree details and introduce an EC "carbon tax" on fossil fuels.

They also said they doubted that detailed proposals on the tax would be ready for presentation to the Earth Summit in Rio de Janeiro in June.

Royal Liver to cut jobs

Royal Liver, the Liverpool-based life insurer, is to cut 200 jobs, according to the Banking Insurance and Finance Union.

These redundancies are the latest to hit the financial services sector. Earlier this month Sun Alliance, the biggest composite insurer, announced the loss of 800 jobs.

Tax loophole remains open

The High Court has refused to close an important loop hole in poll tax prosecutions, ruling that liability orders based on computer print-outs were illegal.

Declaring computer evidence "hearsay", the court upheld an earlier ruling by Coventry magistrates. The ruling could affect thousands of debt-collection cases pending.

The Council Tax Bill, currently before the Lords, will make such evidence admissible for the future, but councils are unlikely to proceed with liability orders affected by the ruling until the bill becomes law early next month.

Three BTG bids expected

The government is believed to have received three bids for British Technology Group when the deadline for submissions expired last night. In addition to two well-publicised consortia - one led by BTG management and the other by Mr John Ashworth, director of the London School of Economics - a group put together by Strategy International, a London consultancy, is thought to have put in an offer for the state-owned technology transfer organisation.

Calls grow on pension control

Trade union pressure for greater controls on the administration of pension funds in the wake of the Maxwell affair intensified this week as unions submitted evidence to the Commons select committee on social security.

The National Communications Union, which represents 150,000 members, the majority of whom are in two BT pension schemes, told the committee it wanted a range of new measures in recognition of the fact that "pensions are the deferred pay of employees".

The NCU submission includes proposals for new regulations to guide actuaries in the assumptions they use to value surpluses. There should also be rules on the provision of information to pension scheme members about management and investment strategies, says the union.

Safety bid in roofing industry

Britain's Health and Safety Executive has announced a national inspection campaign aimed at saving lives and preventing injury in the roofing industry, which accounts for one in five deaths in construction.

The inspectors will start their campaign in May. Companies in breach of regulations will be forced to stop work until they comply. Flagrant and serious breach of the law will result in prosecution.

The HSE estimates there are more than 7,000 roofing contractors employing about 30,000 workers. It expects its 800 inspectors to see more than 1,000 sites.

Council rents to rise by 13%

Council rents are set to rise by an average of 12.6 per cent, almost three times the rate of inflation, according to a survey of 40 local authorities in England.

The survey, by the Institute of Housing, shows average rent increases ranging from 4 per cent in Calderdale, West Yorkshire, and 27.4 per cent in Hackney, London.

Next year's average council house rent for the 40 authorities will be £32.46. The main reasons given by councils for the increase are the need to maintain capital programmes and to keep their housing revenue accounts in balance.

MPs receive shop petition

The Shopping Hours Reform Council, the pro-Sunday trading organisation, have presented MPs with a petition signed by 1m people demanding abolition of the Sunday trading laws.

This followed the launch of a manifesto earlier in the week by the Keep Sunday Special Campaign. Both sides are vigorously lobbying MPs to try to turn Sunday trading into an election issue.

Labour pledge to scrap health service reforms

By Alan Pike, Social Affairs Correspondent

THE way is clear for a general election fight-to-the-finish over the government's National Health Service (NHS) reforms with a commitment by the opposition Labour Party yesterday to completely abolish them.

Labour has decided to enter the election pledged to end the internal market on which the government's changes are based, scrap fund-holding for family doctors (GPs) and return self-governing hospitals to health authority control. A Labour government would also restore free eye and dental checks.

Mr Neil Kinnock, party leader, announcing Labour's health policy yesterday, expressed determination to put the improvement of the NHS and other public services ahead of tax cuts.

The Labour party's decision to fight the election on a clear pledge to wipe away all the central features of last year's biggest-ever reforms of the NHS, rather than adapt them, reflects continuing concern that Labour enjoys a strong lead over the Conservatives on health issues.

Mr William Waldegrave,

NHS FACTS

Foundations: July 5, 1948

Number of patients treated:
Hospital visits: 29.28m pa
Non-hospital cases: 12.5m pa
(includes community health, physiotherapy and chiropody)

Annual cost: £25.69bn
Number of NHS hospitals: 1,646

Number of Hospital Trusts: 57
Hospitals controlling own budgets

Source: Department of Health, statistical bulletin 1992.

provision which is at the heart of the government's NHS reforms.

But this would be achieved through agreements between health authorities and hospitals rather than in a competitive market.

Some health care specialists question whether this would impose sufficient discipline on hospitals and health authorities to achieve maximum efficiency.

Mr Robin Cook, shadow health secretary, said, however, that the Labour plans had "three key strengths" which the Conservatives could not match. They would treat people by clinical need rather than purchasing power; enable patients rather than managers to decide where they should be treated; and make the NHS more efficient by cutting out the "waste of creating a commercial market".

Labour says another of its priorities would be to halt the reduction in provision for the long-term care of the elderly and chronically sick at a time when the proportion of elderly people in the population is increasing.

Editorial comment, Page 16



Healthy image: Neil Kinnock launches his NHS policy

Banks consider central share registration body

By Richard Waters

A CENTRAL institution to handle share registration, which could cut costs for listed companies and make private share ownership simpler, is being considered by the UK's clearing banks.

If adopted, records of most shareholdings in British companies would be held centrally by a new, jointly-owned company. Co-operation on the project would save the banks from investing separately in their own technology.

National Westminster bank, which is promoting the idea, says the banks will otherwise have to spend between £5m and £10m each in preparation for Taurus, the Stock Exchange's paperless settlement system, which is due to be

launched in April 1993. The proposal was floated at a meeting of banks at the Stock Exchange yesterday, chaired by Mr Peter Rawlings, the exchange's chief executive. Banks present at the meeting have been given until Monday to decide whether to participate in a £250,000 study into the feasibility of the project by consultants Coopers & Lybrand Deloitte.

For listed companies, a central utility could reduce the costs of maintaining shareholder records once Taurus comes into effect, though the scale of the cost savings has yet to be assessed.

The utility would act as a "company account controller" under the Taurus system, holding details of most private

shareholdings. Institutional investors and some shareholders are expected to hold their shares in separate accounts once Taurus comes into operation.

Investors with a number of shareholdings would need to communicate with only one company, rather than with several different registrars.

Also, once Taurus is launched, investors would receive one statement showing details of all their shareholdings, and would have only one Taurus code number (similar to a bank personal identification number).

While details of shareholdings would be held centrally, banks would continue to provide the more profitable registration services separately, such as share

holder analyses and searches of nominee holdings. Mr John Lamb, an assistant general manager at NatWest, said pooling resources was the most sensible way forward for the banks. "This is a non-core product for the banks which demands considerable investment and which doesn't make us any money", he said.

Banks which have already made substantial investments in developing their systems in preparation for Taurus are believed to be less enthusiastic about the idea than others. However, one proposal is that the central utility should sub-contract work to these banks, enabling them to recoup investments they have already made.

'Big Beasts' plot a fourth victory for Conservatives

John Major's election 'A team' will share the glory if the Tories win in 1992, writes Philip Stephens

THE PRIME MINISTER has set up a general election "A" team, drafting in Mr Michael Heseltine and Mr Kenneth Clarke to a tightly-knit group charged with finalising preparations for an April 9 poll.

In a move which underlines their growing authority within the cabinet, the environment and education secretaries have joined Mr Chris Patten, the party chairman, and Mr Douglas Hurd, the foreign secretary, in an inner cabinet advising the prime minister on election strategy.

The members, who have been working for much of this week on the Conservative manifesto, will be the most prominent spokesmen for the party during the election campaign. They will share most of the ministerial "air-time" on television and radio and will join the prime minister in making wide-ranging policy speeches.

Mr Norman Lamont, the chancellor of the exchequer, has joined the team to take a behind-the-scenes role in costing and sometimes vetoing manifesto pledges which would commit the Conservatives to higher public spending.

The Conservatives have not publicly acknowledged the existence of the group in order to avoid comparison with the inner circle first dubbed the "A" team established by Mrs Margaret Thatcher before the 1987 election.

But Mr Patten is said to refer to them privately as the "Big Beasts", reflecting their heavyweight status within the cabinet and their claim after the election to the most important jobs in the government.

The group which has held a number of Downing Street strategy meetings with the prime minister over the past few days to translate the broad themes of the manifesto - ownership, choice, opportunity and responsibility - into concrete policy proposals.

Among the measures agreed are a promise of new incentives for saving and home and share ownership, further action to remove education from local authority control, a new programme to revitalise the inner cities, and a shake-up of the rented housing market.

The group is meeting in parallel with the other team of ministers-led

by Mr Richard Ryder, the so-called chief whip in charge of the party discipline - which takes day-to-day responsibility for campaigning.

Earlier this week Mr Heseltine underlined his personal standing among Conservative MPs with a bravura performance in the House of Commons.

His participation in Mr Major's inner cabinet will reinforce expectations that he will head an expanded department of trade and industry after a Conservative election victory.

Mr Clarke meanwhile has combined a growing following on the right of his party with an increasingly close relationship with the prime minister.

Colleagues say that Mr Clarke's commitment to the government's education reforms and his robust performance in defending the policy have greatly impressed the prime minister. He is seen as a future chancellor of the exchequer.

Ironically, both Mr Clarke and Mr Heseltine would be the strongest contenders for the party leadership if a Conservative defeat at the election put Mr Major's position at risk.



Clarke, drafted into the 'A Team', is seen as a future chancellor

Government awards licences for communication services

By Hugo Dixon

THE government yesterday licensed two companies to provide international satellite communications services.

British Aerospace Communications and Alpha Lyracon, owned by the US firm Loral, plan to provide voice and data services by installing satellite dishes on office roofs. They are expected to provide new competition to international services run by BT and Mercury Communications.

The government has awarded the licences as part of its policy of liberalising the telecommunications market following last year's review of the BT/Mercury monopoly.

quickly in the US where there are nearly 70,000 dishes in use. But in Europe the market has been slow to develop because of tight regulations which are now being relaxed.

Mr Peter Lilley, the trade secretary, claimed the UK had "gone further than any other country in liberalising satellite networks." He said applications for similar services would be considered on their merits.

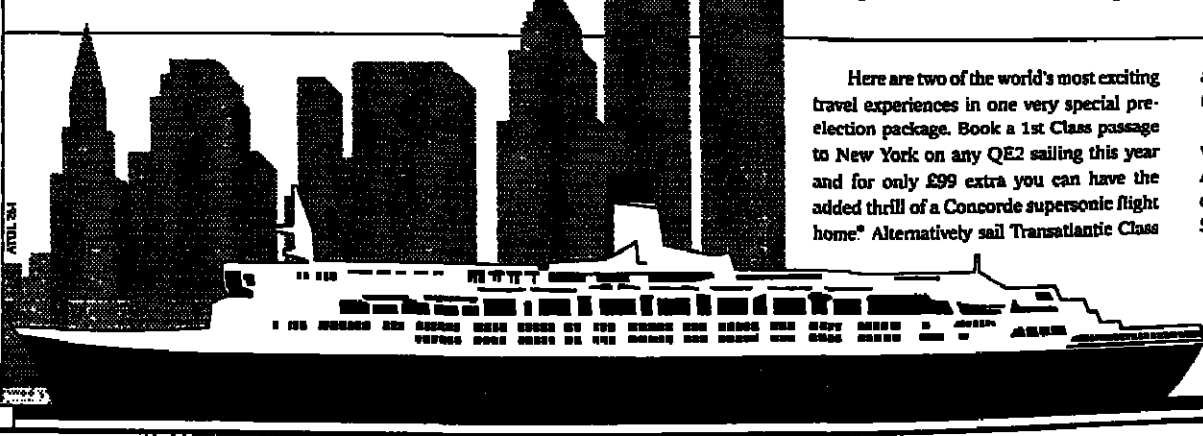
BAe already has similar satellite licences in France and Germany. It is also part of a multi-national consortium that plans to launch the \$500m Orion satellite system in 1995. Alpha Lyracon has satellite licences in France, Germany and the US.

The government yesterday also awarded four radio-based data communications licences. The operators, which have already been providing data services under a more strict regime, are: Cognito, Hutchinson Mobile Data, Paknet and Ram.

Mr Lilley said the Department of Trade and Industry had received 20 other firm applications for telecommunications licences since the market was liberalised last year and 30 indications of strong interest from companies. The DTI said there would be a "rolling programme" under which perhaps one new licence would be awarded every month.

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THE PROPERTY MARKET

Landlords' common front

By Vanessa Houlder

One of the few areas of agreement between the Labour and Conservative parties in the UK is the run-up to the general election consensus legislation that will significantly curb the rights of landlords.

Whichever party wins power, residential leaseholders can expect legislation to be introduced giving them the right to buy the freehold of their property under a new form of tenure called commonhold. Labour, which unveiled its proposals this week, will also allow leaseholders to extend their leases. This proposal may also be adopted by the Tory party if it is re-elected.

In some respects, the parties' agreement is hardly surprising. The legislation would affect some 250,000 flat leaseholders, many of whom feel they pay too much in service charges, wait too long for repairs and encounter difficulties in selling their properties because building societies are unwilling to lend money on short leases.

Moreover, the concentration of dissatisfied flat-owners in marginal constituencies in London, such as Hampstead, Dulwich and Wandsworth has probably concentrated politicians' minds even more sharply on reform.

Whatever the politicians' motives, the proposed reforms do not fit entirely easily with their respective political philosophies. For Labour, it means giving an unusually high priority to the concerns of mid-

die-class home-owners, although Mr Clive Soley, Labour's shadow housing minister, says any legislation would also affect "coal board houses sold to Mickey Mouse companies".

For the Tory party, the proposed reforms overturn their traditional respect for the right of landowners. Not surprisingly, the great landlords, who still own large belts of property in London, are up in arms. "It is confiscation," says Mr Jeremy Newsum, chief executive of Grosvenor Estate Holdings, which owns huge chunks of Mayfair and Belgrave. "It means the break-up of the Grosvenor Estate which has been held intact for 300 years. We created it and looked after it. There doesn't seem any purpose in breaking it up."

Mr Newsum believes that the government is wrong. "We believe that contracts freely entered into should not be torn up."

The proposals are something of a sea change for the Tory party. When Mr John Patten, the housing minister at the time, guided the Landlord and Tenant (No 2) bill through the House of Commons in 1987, he defended the rights of landlords against proposals such as the right to extend leases. "I would

have to be moved a long way to be persuaded that we should break the principle of the reasonable agreement reached freely, with no coercion, between a good landlord and a good tenant," he said at the time.

"Anyone buying a lease should not be under an illusion about the nature of the interest which she or he is purchasing," he added.

But Tories now argue, with reason, that many distressed leaseholders did not freely enter into a legal agreement with their freeholder. Some of the least reputable landowners buy freeholds of properties on which leases are due to expire.

Conservatives also argue that landlords will receive adequate compensation for their freeholds, because they will receive the market value of the property. Labour says that agreement will have to be

reached between leaseholder and freeholder, with recourse to an arbitration panel if necessary. But even the Tories pledge to do not satisfy institutions such as the Grosvenor Estate. The estate argues that the occupier will get a windfall gain because the "marriage value" obtained by merging the freehold and leasehold will be split between the landlord and occupier.

Landlords are unlikely to win much sympathy from the public concerning arcane arguments about "marriage value". But their complaints about the effect of the proposed legislation on the property rental market might receive more attention. "If the government gets its way, there will be nobody buying residential investments," says Mr Stuart Corbin of Cadogan Estates. "Housing legislation since

the second world war has been impossible for private landlords," adds Mr Newsum.

Landlords fear that future legislation will make life even more difficult. They say the proposed legislation may remove many of the restrictions in the 1987 Leasehold Reform Act. (This act, which the Duke of Westminster, head of the Grosvenor Estate, fought unsuccessfully in the European Court, gave leaseholders the right to buy their freehold if they occupied houses with a relatively modest rateable value.)

A future government, landowners say, is also likely to remove some of the other restrictions on leaseholders' rights to buy their freehold, such as those concerning buildings with more than 10 per cent commercial occupancy. Mr Newsum treats the government's commitment not to extend commonhold to the commercial sector with scepticism.

that a change in the law would diminish one of the attractions of UK property and could lead to landlords restricting the rights of assignment in future leases.

On balance, however, RICS thinks there is a case for changing the law on new leases. "It is unfair to have a responsibility in year 20 for a lease assigned in year one," says Mr Colin Vaughan of the institution's commercial property and financial services committee. The many companies that are facing crippling demands for rent arrears on properties they used to occupy will agree.

Landlords also think it is just a matter of time before commonhold is extended to leases below 21 years. Mr Dudley Fishburn, the Conservative MP who has vigorously campaigned for commonhold, says that the right to buy a freehold should not be extended to leases of less than 21 years. However, Labour said it would consider stopping short leases being granted to evade the legislation on the right to buy.

But campaigners for commonhold in the Tory party think new legislation will have the opposite effect on the rental sector to that feared by the large landlords. They say that once people are able to buy freehold flats, there will be more property available for rent.

It is perhaps easy to over-emphasise the case made by the central London landowners. Although the Bedford, Cadogan, Grosvenor, Howard de Walden and Portman estates are generally well run and have an important place in London's architectural history, they are greatly outnumbered by other, less scrupulous freeholders.

But it is not just the landowners which have inveighed against the new proposals. Many experts reckon that commonhold will bring a clutch of unforeseen problems.

The Royal Institution of Chartered Surveyors, a professional body, says it is "totally opposed" to the commonhold proposals, partly because it would not work well in practice. The RICS said that many leaseholders were happy with their leases and should not be forced to change to a commonhold tenure simply because other flat-owners in the same block want to do it. It also thought that disagreements between commonholders will probably be difficult to resolve, whereas in a leasehold system, clear responsibility rests with the freeholder or



Prize assets: big London landlords are up in arms

appointed agent. The Incorporated Society of Valuers and Auctioneers, another professional group, also said that the government's proposals were "seriously flawed". It said the proposed changes would not solve any of the existing problems and would seriously jeopardise the position of the minority who do not vote for enfranchisement.

Even if the new legislation helps many more people than it damages, these criticisms suggest that it will be no panacea. Most legal changes to land tenure since the second world war have had unintended and unwelcome effects. Commonhold is unlikely to be an exception.

TOTAL RETURN (%)				
	Retail	Office	Industrial	All Properties
Year to Dec 91	3.3	-8.4	6.9	-0.8
Quarter to Dec 91	2.5	-1.2	2.5	1.1
Month of Dec 91	0.9	-0.7	0.8	0.3

Source: Investment Property Database

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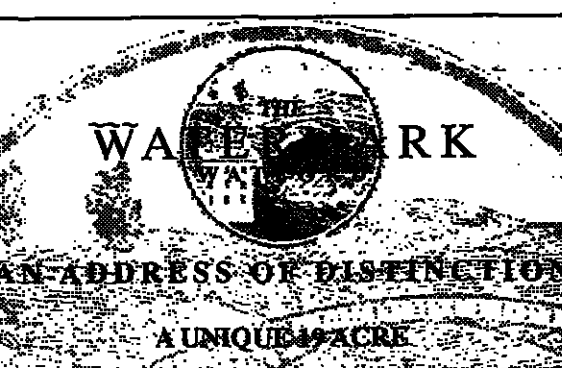
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EUROPEAN PROPERTY SURVEY

The FT proposes to publish this survey on Friday 13th March 1992 For editorial synopsis and advertising rates please contact Wai-Fung Cheung on 071-873 3574 or write to her at:

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MANAGEMENT EDUCATION

The FT proposes to publish this survey on April 9 1992

It will be of particular interest to our audience of 104,000 businessmen in the UK responsible for making personnel/training decisions who read the weekday Financial Times. If you wish to reach this important audience of decision makers please contact

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Data source: BMRC Businessman Survey 1990

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

MANAGEMENT

Christopher Lorenz assesses the impact of BP's cultural revolution

Refining the strategy



Broadcasting one's ambitions can be dangerous. Any organisation which issues a public proclamation that it intends to

become "the world's most successful company" in its industry may well succeed in its goal of lifting the ambitions and performance of its staff. But it is also asking to be derided at the first sign of strategic problems.

So is a chairman who, to achieve that vision, launches a cultural revolution based on values such as "openness, care, teamwork, empowerment and trust", yet who is then forced by the strategic problems to tell his managers to prune their ranks sharply.

His change process risks breeding widespread insecurity and falling into disrepute. Nor does it help if that chairman is then quoted as wishing that he could use his "good brain" to deal with some of BP's problems himself, rather than waiting until his subordinates cope with them.

This, on the face of it, may seem the fix into which the usually rumbustious and supremely self-assured Robert Horton has got himself at British Petroleum over the past few weeks. He has been pilloried for it by UK investors and much of the media.

In that time it has become clear that BP is experiencing an unexpectedly sharp profits slump, that it is planning many more job cuts than most outsiders thought, that it may have over-estimated the level which the all-important oil price is likely to reach in the mid-1990s, and that it is preparing one of its four business sectors for possible sale.

Last week BP revealed miserable profits for 1991, announced a disappointing dividend payout, and gave a gloomy forecast for the near future.

The apparent humbling of Horton has attracted widespread attention well beyond investment circles and the oil industry, because the progress of BP's ambitious culture change programme is being followed avidly by western companies and consultancies.

The question is whether Horton actually does risk being humbled over strategy, and whether BP's culture change therefore really is endangered.

The answer on the first count has been debated extensively in the media. The most

that can be said is that the jury is out.

But does this mean, as some commentators have suggested, that the two-year-old culture change programme, originally called Project 1990 but now expected to run well beyond 1995, could be at risk?

Far from it, would be the reply of many BP managers. Not necessarily, is a more balanced answer.

To most insiders, other than those disaffected by the fear of redundancy, it is the very success of the culture change programme so far which is enabling BP to be able to react effectively to the deterioration in its circumstances.

Up to now the myriad of workshops, communications and training programmes, and new "human resource" initiatives across the company, are thought to have cost it considerably more than £20m.

The initial payback appears to have come in two main forms. The first is a rapid shift last year in the "ownership" of change, from top management to employees at all levels.

Not only has the approach of each business varied, but a number of initiatives within each business have welled up from below, rather than being imposed from above.

This has helped produce the second payback from the change process: a growing pile of "war stories" from all sorts of levels and parts of the group about how the new values and ways of working are boosting employee motivation, breaking down departmental barriers, cutting costs, and boosting revenues.

None of it is conclusive about the change programme as a whole, but it suggests pretty good progress.

One of the most influential and indicative developments has been the introduction throughout BP Exploration of "upward feedback" - the appraisal of managers by their subordinates. This is now spreading to other parts of BP.

Most telling of all in current circumstances is the way that many people are handling the need to rethink their own departments' activities, and if necessary to trim or cease

them. In the past, the company would have ground almost to a halt for months, while top management wielded an axe in all directions.

Now teams all over the organisation - from head office outwards - are reassessing in a participative manner whether all their activities are necessary, how far they really add value, and what that means for staffing levels.

With one or two damaging exceptions, "decisions are being made by those directly involved," says another insider. "That should create far better decisions than top management used to make, when it simply shared the misery around, and handed out brown envelopes."

Outsiders seem to have forgotten that Project 1990's primary purpose was not to make BP a warm and friendly place to work, as the list of new "values" might seem to suggest, but to reduce overheads, committees and other layers of management - to "cut the cost of complexity," as BP explained it at the time.

As one management consultant says: "It's an illusion to think you can embark on a change in culture, creating a flatter, faster, less hierarchical organisation, without shedding jobs."

Project 1990 meant that the entire BP organisation was in for several years of frequent staff reductions. The cut of 1,150 jobs two years ago at head office, and the much larger number that went in the exploration business, were only just the beginning, both for HQ and the business.

Considerable upward pressure on Horton to cut the corporate centre for a second time was evident at a top management meeting in March 1991, just 12 months after the original streamlining was announced. Several business heads argued then that the centre still needed to demonstrate that, at its current size, it really was adding value.

All this was before the prolonged recession and BP's latest profits slide created pressure for still more cuts - and fast. An additional factor is the group's growing keenness to subcontract as many services as possible. Much of its infor-



mation technology needs have been "outsourced" since Project 1990 was launched, and exploration last autumn set a possible example to the corporate centre and the rest of the group by subcontracting most of its accountancy work.

The results of the corporate centre's current deliberations will be decided by April.

Though further slimming was part of the new culture, it would be facile to suggest that job fears are having no effect

ment thinkers such as Charles Handy, BP's top managers concluded that the group's traditional implicit "jobs for life" contract with its staff should be replaced by a new employment strategy.

A main plank of this will involve employees more in the development of their own careers, with "personal development plans" agreed with each individual.

These "PDPs" are being introduced across each of the businesses and in head office. They are intended to be exactly what the name implies, and are starting to be accompanied by a substantial increase in training and development for staff at all levels.

But not surprisingly, given the current climate, they have been re-christened "personal departure plans" by quite a number of managers - not just by those who are disaffected, but by many people who have jumped at the opportunity to take the quite attractive packages on offer for voluntary redundancy and early retirement.

All the same, the PDP process has been damaged irrevocably if it became associated only with departure. Hence the priority which each of the businesses, together with the corporate centre, are now giving to the agreement of plans with each employee.

On staff development, as in so many other aspects of the group's culture change programme, it is vital that BP's top management is seen to put its money where its mouth is - to "walk as it talks".

In this, as in the way the company's current "downsizing" is handled, Horton has been told by his senior advisers that, in the words of one of them, Roy Williams, "it's now that the rubber really hits the road - the next 18 months will determine the success or otherwise of our culture change".

As Williams says: "We're going to have to work hard at it to make it stick". This applies to every level of management, but especially to the top.

Paradoxically, Horton's newly-evident fallibility could work to everyone's advantage - provided that he can temper his all-knowing air.

Otherwise sceptics will continue to argue that the many practical steps he has taken to empower people are being undermined by the tendency of his own instinctive management style to surge to the surface. That could damage the change process far more than any number of job cuts.

Workaholics and the capitalist pig

"YOU have how many weeks' holiday?" An American business school graduate in her late-30s, and working in middle management at a large telecommunications company, boggles at the thought of six weeks' annual leave.

She gets two weeks - into which are crammed a passion for skiing, family responsibilities and a desire to travel. In the unlikely event that she ever becomes boss of this multi-billion dollar company, her vacation allowance might increase to four weeks.

This is the typical US experience and to a European, it looks a lousy deal. Yet, here is a nation writhing in self-doubt because a Japanese prime minister recently called its workers lazy. Hasn't something, somewhere, gone awry?

Juliet Schor, in "The Overworked American", (published by Basic) certainly thinks so. This analysis by an associate professor at Harvard University seems timely, given the heated political debate.

The balance struck between work and leisure is fundamental to millions of employees' lives. It also raises practical management issues. Does insisting on a little more work actually improve work-force efficiency?

When unemployment is rife, should labour be distributed more evenly between those who want to work? An answer is going to have to tackle psychological and cultural questions, not just economic ones.

Schor, however, has little time for this. Her aim is simple: to prove that capitalism is destroying leisure, a trend she views with sentimental regret. Very crudely, her argument is that profit-driven employers will always encourage long working hours. Workers get trapped by an addiction to consumer goods, and demand more money, not more leisure.

Her conclusions are backed up by evidence of longer working hours in the US - although, despite copious footnotes, finer details of the statistical analysis are opaque.

The reader is treated to a romp through working prac-

tices in pre-capitalist "Old England" - where English peasants probably got a rather deal compared with the black or Spanish.

From there, it is a quick trip forward to the arrival of "workaholics" - or work addicts - in the Victorian mill.

The argument does contain some obvious truths. Greed has always been a powerful motivating force, and "keeping up with the Joneses", an accepted social phenomenon.

"Big business", meanwhile, probably does encourage employees to contribute more than the required working week. If someone is prepared to do unpaid overtime in order to climb the promotional ladder, a profit-conscious employer is hardly going to complain.

But, to lay blame for "the decline of leisure" on capitalism is simplistic. There are thousands of professions of professionals, from teachers to artists, whose willingness to work hard is not explained by the desire for another TV set.

Nor have some "non-capitalist" economic systems been noted for their sloth. Take the early kibbutz settlers, for example. In short, material incentive once enough has been earned to clothe the family and pay the mortgage. But it is not the end of the story.

The pity is that Schor skimps on more interesting details. She mentions in passing experiments by Kellogg in the 1930s and, more recently, McDonald Corporation and Ideal Industries - where attempts to reduce working hours have actually brought productivity gains.

Slog away for a few extra hours, save up the book's \$31 cost, and squeeze a couple of hours reading into a tight working schedule, and you may be marginally enlightened. In the process your blood may boil and stress levels rise - but, by Schor's reckoning, you're probably a dead man anyway.

Nikki Tait

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International Packaging and the Environment

London, 23 & 24 March 1992

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Federal Ministry for the Environment,
Nature Conservation and Nuclear Safety, Germany

Mr Sverker Martin-Löf
SCA

Mr John D Bence
Stone Container Corporation

Mr Bradford Gentry
Morrison & Foerster

Dr Graham Gladden
Lever Brothers Limited

Mr Michael Samuel
J Sainsbury plc

Dr Hans Rausing
The Tetra Pak Alfa-Laval Group

Mr Rainer Grohe
VIAG AG

Professor Dieter H E Berndt
European Packaging Federation

Mr György Viskzei
Hungarian Association of Packaging
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ARTS

Ornament down the centuries

Susan Moore visits the new exhibition at the V&A

In Henry Cole's day there would have been little need of a gallery examining the use of European ornament at the Victoria and Albert Museum. Ornament was an essential component of design, its vocabulary as familiar to the educated man in the street as to the architect, craftsman or designer. With the rise of Modernism and its emphasis on form rather than surface decoration, that understanding all but disappeared. The word "ornament" lost its association with state-of-the-art design and came to conjure up awful images of knock-knacks on the mantelpiece.

Today, the language of ornament is deemed to be worth relearning. Next week, the V&A's Henry Cole Wing opens its doors on what is believed to be the world's first gallery to focus on ornament in European design and decoration. Such a gallery would have been almost inconceivable even in the 1970s, despite growing disillusion with the expressive poverty of Modernism. The idea is a product of the last two decades - of nostalgic reverence for the buildings and works of art of the past, and of the rediscovery of colour and motif by Post-Modernist architects and designers. The Modernist's adage was "Less is more". Robert Venturi's response was "Less is a bore".

The Post-Modernist's eclectic and whimsical use of decoration is a tongue-in-cheek subversion of the grammar of ornament. They are not, however, the first to break the

rules. As the new gallery demonstrates so vividly, ornament is in a constant state of flux. From April, access to the gallery will be via James Wild's imposing staircase, hitherto not used by the public but currently being arranged as an additional picture gallery. Greeting the visitor outside is a decorative overmantel panel painted by Rex Whistler in 1932 to match the Chinese wallpaper in Samuel Courtauld's house in South Audley Street. Implausibly it provided the surround for a Picasso. Inside is a set of car wheel trims.

In the 1860s the gallery was used by the School of Naval Architecture. Today its central section resembles less an outpost of the Admiralty than an extension of the Sir John Soane Museum. High terracotta walls are lined with part of the museum's outstanding collection of ornamental prints, and with row upon row of cornices and capitals, fragments of friezes, mouldings and architectural models - a kind of three-dimensional encyclopaedia of the five orders of classical architecture and its ornament. Articulating the space is a handsome 1770s doorway from a now demolished house in Kensington.

Objects are drawn from virtually all the museum departments and arranged thematically according to motif. In a case devoted to geometric ornament, say, we find a 16th-century Venetian marquetry box, an Eduardo



A plaque decorated with grotesques after a design by Lucas van Leyden (1490-1533). It was made by Alexander Fisher of Stoke-on-Trent in 1865

Paolozzi plate and a kipper tie. Elsewhere acanthus leaves adorn a workaday Norwegian wooden butter tub, a fine Chelsea porcelain plate and a William Morris wallpaper. Carved and gilded they are candle sconces. What is unexpected is the effect of juxtaposing objects with the same ornamental characteristics but of different materials, periods, cultures and status. In a sense we are simply playing a multi-media game of Snap, but the exercise encourages us to examine more thoroughly objects that we might otherwise pass by, in or out of a museum case. How many Concorde travellers have ever looked

than furniture, textiles and ceramics.

Classical architecture provided the Western world with its most enduring design vocabulary. Its five orders and ornaments are thoroughly treated here. Sections of non-European and non-architectural ornament are smaller and offer not so much a visual dictionary as a glorious lucky dip of comparisons, discoveries and insights. We see lyres and urns used as ornament, for instance, but find that no other post-classical object has achieved that distinction. A devoted devotee to ribbons and swags includes a carved stone vase previously in store and

catalogued as 16th-century Venetian. Now it is proudly displayed as the work of Piranesi. Repeating pattern is revealed to be an Islamic invention.

Throughout, the curators have used the museum's outstanding and diverse resources, especially of prints and the great architectural textbooks, to give us a sense of how ornament was able to travel through time and from place to place and how it was reinterpreted at each manifestation.

The European Ornament Gallery of Design and Decoration 1450-1991, opens at the V&A on February 24.



Nigel Robson (top) and Simon Keenlyside

Billy Budd

THEATRE ROYAL, GLASGOW

Unlike the hapless Captain Vere, who leaves his crew becalmed and mutinous after trying to engage the enemy when they are out of range, Scott's Billy Budd chooses his moment well. The appointment of a new Music Director is always an important one and the timing on this occasion was particularly felicitous.

On the day when he was due to make his return to the company as guest conductor in a revival of *Billy Budd*, Richard Armstrong was named as Music Director at Scottish Opera with effect from July next year. It is an appointment that places experience before novelty. During his long tenure at Welsh National Opera, Armstrong built up an extensive and wide-ranging repertoire which should serve his new company well.

In short, he knows about being in charge of opera in general, and *Billy Budd* in particular, as this revival reminded us. If memory serves right, he is a less full-blooded interpreter of Britten's score now than he was at the time when he conducted it at Covent Garden; but the cumulative power of the opera was amply made up for by a special virtue in any conductor that he should allow so many of the words to be heard. The chorus and orchestra supported him superbly. What ever the present financial tribulations at Scottish Opera, Armstrong will be taking over a company in very reasonable artistic shape, as capable of achieving an operatic success and bringing it successfully to battle as any other in Britain at the moment.

If this *Billy Budd* never quite became an electric evening, it was nonetheless a performance true to Britten's intentions and with a few pertinent human touches of its own. The production, originally by Graham Vick, dates from 1987, but has held together well as a com-

pany effort. There is the feeling of a real community on board ship, led by seasoned artists such as Eric Roberts's Mr. Redburn and Gordon Sandison's Mr. Flint, while younger singers like Iain Paton as the Novice and Quentin Hayes as Donald are also offered chances, well taken.

The three principals looked every inch their roles. The innocent eagerness as well as the youth and energy of Billy Budd were nicely caught by Simon Keenlyside, who managed to suggest better than any other singer I have seen in the role a naive unawareness of the dangerous currents swirling around him. As Vere, Nigel Robson was particularly good at what one might call the "Pears" aspects of the role, withdrawn, bookish, refined.

Both sang well enough, though Keenlyside wants a little of cutting brightness to the tone, and the only potential disappointment of the evening was that the Cleggart, Gidon Saks, was having to take things easily in vocal terms. When he is fully restored to health, he should make a terrifying Master-at-Arms, not least because he is a head taller than everybody else, a towering demon, whose revelation of his own "depravity" within wins for this character too an unexpected measure of sympathy.

All were believable human beings. Indeed, the production's only serious imposition is to have the aged Vere on stage from time to time, a silent observer of events. But perhaps this is understandable if *Billy Budd* is to be a classic tragedy in the Grecian mould, with Vere the tragic hero forced to condemn the innocent and live on in the knowledge of his own guilt. For Britten never quite gets him centre-stage as he should.

Richard Fairman

Lars Vogt

QUEEN ELIZABETH HALL

Vogt is the young German pianist - now about 22 - who came second to Arthur Schnabel (three years older) in the 1990 Leeds Competition. He gave his London debut recital on Tuesday late Haydn, late Beethoven and late Brahms with a couple of witless novelties, his new Russian wife's "Sonata" and Helmut Lachenmann's early Variations on Schubert.

We have been hearing much more of Pizarro, and that has confirmed the prize-winning impression he made at Leeds. Smooth mastery of the keyboard, a "big" style of precocious maturity, a thoroughly respectful attitude to his work, norms of interpretation; but Vogt is more promisingly immature, still ready to follow his own inquiring imagination against established readings. That is no kind of prediction - Pizarro may grow steadily toward an individual authority, or Vogt become merely quirky. At the moment, however, Vogt strikes continual

sparks by unfettered alertness to his music, with his own considerable technical finesse.

The Lachenmann set (pretty inconsequential stuff, presumably chosen on some sentimental ground) at least afforded him room to play with witty digital nuances. In Haydn's C major Sonata, Hob. XVI/50, he was full of eager, astringent ideas; there were bright insights every few bars, without prejudice to the poise of the whole work. Vogt made a miscalculation in the op. 119 pieces of Brahms that Pizarro would not have here and there he essayed an *innerlich* pianissimo that simply failed to carry beyond the front rows; but by the end every place had left a vivid, slightly spectral impression.

Tatiana Komarova's "Sonata" (eight minutes, one movement) proved to be a coherent fantasy in Scriabin's later "sonata"-mould: spidery and crystalline, evoking the sound-world of Ravel's "Jeux

d'eau" and even of Bartók's "Night Music". It served nicely as a prelude to Beethoven's Sonata op. 111.

Vogt made no pretence of wheeling out grave profundities, such as depend no less upon a venerable performer's *gracioso* than upon the actual playing. Instead, he laid bare Beethoven's argument in transparent terms, with only as much audible music as it requires. Throughout the clipped drama of the first movement and the steady unfolding of the Arietta variations, his taut tempi and his unflinching tenderness with detail gripped one's attention. It wasn't the grand, revelatory op. 111 of some people's ideals; but it was visionary in its own way, and all of it had the ring of fresh discovery. If it takes Vogt some years more to reach a settled professionalism, so much the better for his lucky audiences.

David Murray

Christopher Hollyday

RONNIE SCOTT'S

It is easy to feel cast down at the prospect of hearing another implausibly young yet skilled jazz man. There are a lot of them around. These fresh-faced faces from festivals, make record deals and wear Armani suits before they have got the chops in. They appear self-confident and can read alright, but they do not sound interesting. It is a comfort then to find Christopher Hollyday, from Norwood Massachusetts, walking uncertainly to the stand and looking every inch the nervous 22 year old, before blowing with the abandon a young man should. This skinny altoist, who has yet to grow into his suit jacket, started on the sax at the age of nine, according to his bio, and had most of Bird's solos down before the onset of puberty. By 15 he had cut an album on his own (sic) Jazzbeat label and at eighteen was recording with

seasoned pianist Cedar Walton and drummer Billy Higgins behind him.

Awkwardness aside - he refers to Ronnie's smoky club as a "performance centre" - the shy demagogue evaporates as he puts the reed to his lips and tears headlong into "Soprano Rising", a cut from The Natural Moment (Novus/BMG), his most recent recording. What he lacks in horn-housed technique Hollyday more than compensates for in sheer toned strength - it is said that his hard pop playing has been tinged by Jackie MacLean and he has a similar feral beauty in his phrasing.

But his real appeal lies less in the influences of McLean and Parker and more in the reckless lack of restraint shown with even pretty tunes like "September in the rain" and a bittersweet "Round midnight". A substantial and galloping rhythm section in Ritchie Goods (string

bass) and Ron Savage (drums) gives Hollyday impetus and hardworking pianist Anthony Woney's sparkling right hand adds again to the excitement in numbers like McCoy Tyner's "Exotique" or his own "A treaty of jazz".

A bit of greased and greasy lightening. Hollyday's phrasing also is a welcome contrast to the flatness of so many young fogies painted as young turks by their record companies. It would be as well to hear him before he starts relaxing. A bonus at this week's residency is the ample and often bawdy blues shouting of American Irene Reid, More, er, experienced than Hollyday, her raucous tale of Long John the dentist is a fine complement to the saxophonist's blushing impetuosity.

Garry Booth

4 Marys

RIVERSIDE STUDIOS

"I had a really good time," said a young man after this to his two female companions. "They agreed, and so do I. But, as he said, it was hard to laugh, because 4 Marys is obscure, complex, confusing and concerned with the none-too-jolly tale of Mary Queen of Scots. It is also stimulating, poetic, frequently witty and cumulative impression."

Mary Q. of S. you may recall, had four Marys-in-waiting. The story of one of them, Mary Hamilton, became immortal in a trad. folk song (Joan Baez used to sing it) and I was expecting an interweaving of four such lives of the Unknown. But Second Stride, with its fascination with dopelgängers, has focused only on the main biographical facts, with the four Marys as afterimages of their comrade and queen.

Part One is in France (Mary's youth), Part Two is in Scotland and England (Mary's adult years). But no story is properly told; and in several scenes more than one Mary is queen at a time. The ambiguity of multiplication is part of Second Stride's house style. The movement, almost all the words and most of the costumes are deliberately 20th-century. (The five Marys queue to use a public telephone. The first one: "Hello, is that Westminster?... Is Elizabeth there?... It's Mary.")

4 Marys has more speech and less dance than most of Second Stride's other mixed-media productions of recent years. It is called a play,

and Martin Duncan and Ian Spink devised and directed it. But what wells up through this collage of often mundane and half-nonsense talk is a gathering of feelings beyond words, of states that words may relieve but do not express. The movement in the piece - mostly lyrical extensions of mime - heighten this impression.

Part One creates a world of privilege, leisure, hedonism, high education and finishing-school etiquette. Beneath the amusing veneer is a sense of absence from family and home, of distance from serious responsibility or engagement in life, of mysteries not comprehended. Part Two reverses all that. Mary (times five) discovers home, mother, adult society, marriage, and motherhood, all like double-edged swords - and then imprisonment and a new kind of exile from everything she has discovered.

But I neither can nor should make sense of half of what occurs in 4 Marys. For all the usual Second Stride cleverness in evidence here, this work eventually achieves a surprisingly precognitive account of women's experience. And it is funny. To me, on a small example, the Marys' shock in rediscovering Scotland - they are woken, in one marvellous moment, by bagpipes - is as drily satirised as Edith Sitwell's "Scotch Rhapsody" or Nancy Mitford's *Highland Fling*.

Alastair Macaulay

INTERNATIONAL ARTS PREVIEW & EXHIBITIONS

The London theatre scene promises a string of enticing first nights over the next two months. The Almeida has the world stage premiere of Howard Barker's new play *A Hand Heart* (Feb 27 to April 18, Press night March 3), directed by Ian McDiarmid and starring Anna Massey and Angela Down. The play is set in a European city under siege; as the threat grows greater, a woman architect of genius is called upon to save the city's culture and its queen (071-359 4494).

Tonight the Piccadilly starts previewing *Moby Dick*, the latest West End musical to be promoted by the impresario Cameron Mackintosh. Set in the 1950s in an impoverished boarding school, the musical is about a headmistress and her pupils trying to raise money with a production of Herman Melville's novel *Moby Dick* (Press night March 11, 071-359 1114).

Only Steele returns to the West 1 next month in *Some Like It Hot*, a musical version of the classic Billy Wilder film.

Cross-dressing is the order of the day, as two male musicians on the run from the Chicago mob find work with an all-female troupe. Steele directs the show and stars in a cast including Billy Boyle, Roy Mills and Mandy Perryman. The music is by Jule Styne, the lyrics by Bob Merrill (Prince Edward, previews from March 2, Press night March 17, 071-734 8861).

At the Haymarket, Trevor Nunn directs *Heartbreak House*, George Bernard Shaw's classic play. An all-star cast includes Vanessa Redgrave, Paul Scofield, Imogen Stubbs and Daniel Massey (previews from March 11, Press night March 19, 071-830 2500).

The National Theatre (071-229 2252) has two major productions in preparation. Nicholas Hytner directs George Farquhar's Restoration comedy *The Recruiting Officer*, starring Alex Jennings, Sally Dexter and Ken Stott (previews from March 6, Press night March 12). In April, Howard Davies directs Shaw's *Pym*, with Alan Howard as Professor Higgins and Frances Barber as Eliza Doolittle.

EXHIBITIONS GUIDE

AMSTERDAM
Van Gogh Museum: Edouard Vuillard (1868-1940): early and mid-career paintings. Ends March 6. Closed Mon.
Rijksmuseum: Final week of the major Rembrandt exhibition. Ends March 1. Closed Mon.
BERLIN
Martin-Gropius-Bau: The Jewish World: a major survey of Jewish lifestyle, culture and history

around the world. Ends April 26.
BOCHUM
Museum Maxim Kantor (b1957): retrospective of the Moscow painter, with 80 paintings and 50 drawings showing his links with German Expressionism. Ends April 26. Closed Mon.
BONN
Galerie der Friedrich-Ebert-Stiftung: Martin Schmidt (b1927): paintings 1981-81. Ends March 29. Daily.
Royal Academy of Arts: Andrea Mantegna (1431-1506). Ends April 5. Daily (Tickets can be booked in advance on 071-287 9579).
MANCHESTER
City Art Gallery: Turner and the Poetic Landscape: 35 Turner watercolours in the gallery's collection are on show, together with two major oil paintings and a group of works on loan. The works range from landscape paintings of the Lake District to dramatic continental views. Ends June 7. Daily.
Whitworth Art Gallery: Expressionist prints by Oskar Kokoschka. The exhibition, focusing on his earliest period (1908-1921) traces his violent reaction to the prevailing art nouveau style, until his emergence as a humane and sympathetic artist after the turbulence of the war years. Ends April 25. Also Japanese Prints, featuring the work of Utagawa Hiroshige (1797-1858), and looking at attitudes to women revealed by prints from the golden age of Japanese woodblock printing. Ends May 2. Closed Sun.
NEW YORK
Metropolitan Museum of Art

Barbizon: paintings, drawings and pastels by six masters of the French 19th century school of naturalist landscape, including Corot, Millet and Rousseau. Ends May 3. Also French Architectural and Ornamental Drawings of the 18th century. Ends March 15. Closed Mon.
Museum of Modern Art: Allegories of Modernism: a major survey of contemporary American and European drawing, addressing many of the dominant ideas in art from the past 15 years. Ends May 5. Also the William S Paley Collection: paintings, sculpture and drawings ranging from the latter half of the 19th century through to the 1970s, including works by Cézanne, Gauguin, Degas, Picasso and Matisse. Ends April 7. Closed Wed.
Whitney Museum of American Art: Terry Winters: mid-career survey of one of the leading figures among a small international group of artists who have invigorated abstract painting in the past decade. Ends May 10. Also William Wegman: retrospective of the artist best known for his photographs of his dog Man Ray. Ends April 19. Closed Mon.
PARIS
Grand Palais: Toulouse-Lautrec: a major retrospective of the fin de siècle French artist, with 200 works from public and private collections around the world. Ends June 1. Closed Tues, late opening Wed. To avoid queuing, advance booking is strongly recommended. Tickets can be booked by phone on 4804 8888 and by fax on 4274 3089 (ave du Général Eisenhower, metro Champs-Élysées).

Clemenceau)
Musée des Antiquités nationales: The Stuart Court at Saint Germain en Laye at the time of Louis XIV: 35 paintings dating from the French exile of James II and the Old Pretender. Ends April 27. Closed Tues (Closed de St Germain en Laye, more information on 3451 5385).
Fondation Maeght: Masters of the Goodwood Collection: mainly 18th paintings, furniture, porcelain and objects d'art collected by the Dukes of Richmond and d'Aubigny. Ends March 22. Closed Sun (34 ave de New York).
Musée des arts décoratifs René Lalique: a collection of work by the goldsmith and artist in glass, who works in the art nouveau style. Ends April 5. Closed Tues (107 rue de Rivoli).
Musée des arts décoratifs (Palais du Louvre): Dubuffet. Ends March 29. Closed Mon and Tues (pavillon de Marsan, 107 rue de Rivoli).
Artcurial Zao Wou-Ki: abstract paintings 1976-1981. Ends March 28 (9 rue Matignon).
A complementary exhibition of ink drawings can be seen at Galerie Marwan Hoss. Ends April 23 (12 rue d'Alger).
Musée des Arts de la Mode: Elegance and Fashion in 18th century France. Ends March 31. Closed Mon and Tues (107 rue de Rivoli).
Musée d'Art moderne Alberto Giacometti (1901-66). Ends March 15. Closed Mon (11 ave President Wilson).
ROME
Villa Medici: Zoran Music (b1909): 70 paintings, including several inspired by his year at Dachau,

by the Italian artist who has remained consistently outside trends and fashions. Ends March 15.
Palazzo Ruspoli Canova: sculptures and the Farsetti Collection from the Hermitage in St Petersburg. Ends Feb 28. Daily.
ROTTERDAM
Museum Boijmans-van Beuningen: Silver of a New Era: 300 items of late 19th century silverware from European and American public collections, tracing the development of the arts and crafts movement in Britain, followed by Jugendstil and Art Nouveau, and ending with Art Deco in the Bauhaus. Ends April 25. Closed Mon.
STUTTGART
Neue Staatsgalerie Art: Masterworks: an exhibition of 100 paintings, sculptures, photographs and objects marking the tenth anniversary of the Baden-Württemberg Museum Foundation. It includes 19th century bronzes, examples of Renaissance and baroque art, Jugendstil objects, sculptures by Picasso and paintings by Matisse and Max Ernst. Ends April 28. Closed Mon.
ZURICH
Kunsthaus Walter de Maria (b1935): The 2000 Sculpture, a new installation by the Californian artist known for his symbolic monuments. Also Martin Disler: 50 prints from the past six years. Ends April 20. Closed Mon.
Graphische Sammlung der ETH: Joseph Baume: 50 pencil drawings from the Grütten Collection. Ends April 10. Closed Sat and Sun (Rämistrasse 101, Tram 6, 9, 10).

FINANCIAL TIMES

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Friday February 21 1992

Lessons of Potchefstroom

South Africa's president, Mr. F. W. de Klerk, is fighting for his political life. He is doing so with characteristic courage. He has responded to the challenge of a serious by-election defeat with a challenge of his own. The consequence is that white South Africans will now be faced with a fateful choice - whether to press ahead with the reform process initiated by Mr. de Klerk, or whether to make what would be a disastrous attempt to stop the clock.

Mr. de Klerk's decision was announced yesterday, following the victory of the left-wing Conservative Party in Potchefstroom on Wednesday. This western Transvaal constituency was formerly a safe seat for the governing National Party, but the CP won it with a commanding majority. The outcome of one by-election can often be brushed aside as the consequence of a protest vote. Potchefstroom could be different. It may have signalled the draining-away of white support for the reform process.

The answer will be established by means of an early referendum of white voters. Its purpose will be to settle which party the white electorate wishes to represent in negotiations with the African National Congress and other representatives of the black majority. A general election will have to be taken with the question, which could determine the outcome. If he loses the referendum, the president said in the white parliament yesterday, he would resign and call a general election. Thus has the man many South Africans have compared to Mikhail Gorbachev put at risk his own fate and that of his country in one dramatic announcement.

False promise

The choices before all South Africans could not be more stark. The Conservative Party holds out the false promise of a white or white-ruled Apartheid republic whose land area contains the richest and most developed mining and agricultural part of the country without ceding, yet, any of the rest of South Africa as currently constituted. It would be apartheid with no real change except the possibility that the maps might be amended. Piling up enough urban votes to win

a referendum would be a triumph for the CP, since it is strongest in the rural constituencies. If it won, it would be set for a landslide victory in the subsequent election.

It is probable that the military would be able to contain the black uprising that would be a consequence of such a retrogression, but the process would be bloody. The revolt, and the cost of containing it, would be many times greater than in the early 1980s. South Africa would be more isolated by the world community than was before President de Klerk released Mr. Nelson Mandela and began the process of seeking a peaceful settlement.

Powerful mandate

If Mr. de Klerk wins, however, he will have a powerful mandate upon which to base further negotiations, leading to an early interim government representative of all parties. His difficulty is that, as a negotiator, he cannot lay all his cards on the table. White South Africans are uncertain about which compromises he is willing to make over power-sharing and safeguards for minorities. They will be asked to put their trust in the president. In a country riddled with fear this is asking a lot. Yet Mr. de Klerk's record suggests that there is no other white South African in whom it would be better to place such faith.

Black South Africans meanwhile face a test of their patience. The way in which the ANC and the other non-white or non-racial parties behave between now and the referendum could affect its outcome. The option of sitting this one out while the whites make up their minds will not be appealing to leaders of what is still a quasi-revolutionary movement impatient to take a share of government power. Yet the president of the ANC, Mr. Nelson Mandela, needs the support of Mr. de Klerk just as much as the latter needs him. Mr. Mandela will have to draw on all the powers of vision and statesmanship expected of him when he is released just two years ago if he is to steer his own people to a successful negotiation with the only party willing and able to agree power-sharing in South Africa.

Labour fails the health test

IT IS a strange quirk of British political life that the electorate does not trust the Labour party to run the economy or the Conservatives to run the National Health Service. The fact that the UK is in a deeper recession than most of its competitors does not appear to have shaken the former view. Voters may be equally prepared to be taken in by Labour's promises to sweep away the government's long-overdue reforms of the NHS, designed to improve the allocation of funds and curb rising costs.

Mistrust of Conservative intentions on the NHS is fuelled by the Labour party's success in portraying the reforms as a form of privatisation which will destroy the flagships of the welfare state. That change was repeated yesterday by Mr. Robin Cook, the shadow health spokesman, when Labour published its plans for the health service in greater detail than before.

Previous versions had promised to reverse the government reforms, for example, by taking the self-governing trust hospitals back under the control of district health authorities. But it was possible to believe that Labour had accepted the wisdom of key elements of the internal market. For example, the split between the purchaser of health services and the providers looked set to continue, albeit described in more PC (politically correct) terms. Yesterday's policy paper rudely dispels any such illusion, that the stark promise to sweep away the internal market.

In its place, Labour proposes a return to top-down administration for the health service. The government would set targets for the regions, which would set them for the districts, which would set them for the hospitals and other health care units. Tough talk about rigorous performance agreements cannot hide the fact that this is a return to the planned economy in health care, with the inflexibility and inefficiency which that brings.

Need to reward

Labour recognises the need to reward efficient providers of health care, but cannot accept that competition offers a tried and tested mechanism for

doing this. So a system of "incentive funding" would hold back money to be distributed to service units which perform well against targets. Since some units will receive incentive funds and others will not, it is hard to see how this can be described as avoiding the need "to compete in order to succeed". Labour's promise that incentive funds will be introduced only after economic growth permits an increase in NHS funding does nothing to resolve the contradiction.

Market competition

These contentious cast doubt on Labour's avowed conversion to the merits of the market as a means of allocating scarce resources and driving up standards through competition. Mr. Robin Cook certainly seems persuaded: he claims that market competition in the NHS will produce a "two-tier" health service. He is presumably working on plans to nationalise food distribution to avoid a two-tier market in this equally important staff of life.

Labour is, however, correct to point out that the government's reforms have created a two-tier service. But the cause of this is not the internal market; it is the partial introduction of self-governing trust hospitals and GP fund-holding practices which has created the differentials. Both have improved the quality of health care for those who use them; both should be extended to all parts of the NHS so that those currently not covered can benefit.

All over the developed world, health care systems are confronting inefficiencies and escalating costs similar to those which faced the pre-reform NHS. Despite national differences in health care provision, many are moving in directions similar to those mapped out by the government's reforms. Labour's determination to duck such questions is understandable given the political dividends from attacking the Conservative reforms. But it could be a crude form of "short-termism" if a future Labour government were to reverse the reforms and then find itself facing exactly the same problems which led to them in the first place.

Warnings of losses at Sony, the consumer electronics group. Boardroom reshuffles at Isuzu Motors, the truck maker, and at Yamaha, the musical instrument company. Unprecedented proposals for cuts in research and development spending at Toshiba, the industrial combine.

The recent wave of Japanese corporate announcements leaves no doubt that the country's economic slowdown is hurting even the largest companies. The gloom has spread far from the recession-hit financial community into important parts of manufacturing industry. An element of panic is creeping into some businessmen's pronouncements about the future. Mr. Masashi Iwasaki, the vice-president of Toyota Motor, the carmaker, is not alone when he says: "Conditions are worse than in the 1970s when we suffered from the oil shock or the 1980s when we were hit by *endaka* (the sharp rise in the yen)."

And yet the authorities steadfastly maintain that the economy is slowing gently following unsustainably rapid growth in the late 1980s. Mr. Hiroshi Yoshimoto, the deputy governor of the Bank of Japan, yesterday told a parliamentary committee that there was no risk of a sudden decline in Japanese economic activity.

Who is right? Mr. Iwasaki at Toyota or Mr. Yoshimoto. In a sense both are - the economy as a whole is in little danger of plunging into recession, as Mr. Yoshimoto says. But the difficulties facing individual companies and even whole industries are possibly as severe as Mr. Iwasaki claims.

The consensus view among private sector economists in Tokyo is that Japan is in the midst of a slowdown that could last until the end of the year. Recovery may be hesitant and modest in scale. But a prolonged recession of the kind which followed the 1974 oil shock is unlikely.

Businessmen's anxieties are at least understandable. The stock market is in its deepest slump since the mid-1960s. Banks are burdened with a mountain of bad debt accumulated by stock and property investors who are going bankrupt in record numbers. Insolvent companies left debts of ¥8,000bn (\$36bn) last year - double the previous record of 1985. Industrial companies have to cope with low growth, high inventories, and overextended capital investment and product development programmes. Losses are never to be underestimated.

The squeeze on profits could last a year or more. However, even though many companies will face difficulties, Japanese industry as a whole is well placed to meet the challenge - by drawing on the resources accumulated in the fat years of 1987-90, the longest period of sustained growth since the second world war.

Figures put the problems in perspective. Economists polled this month by Toyo Keizai, a business information company, forecast an average that economic growth would slip from 5.7 per cent in 1990-91 to about 3.5 per cent in the year to March 1992 and 2.5-3 per cent in 1992-93. That is a far cry from the oil

shock year of 1974 when the economy declined 0.8 per cent. It is, however, similar to the growth of 2.6 per cent achieved in 1986, when business sentiment was at least as bad as it is today. (Then, too, one of Japan's premier companies - Nissan Motor - suffered an operating loss.)

Certainly, capital investment is expected to fall in the new financial year - the first decline in 15 years, according to Nippon Credit Bank. But the bank expects a fall of only 1 per cent with continuing increases in investment by service companies compensating for a sharp decline by manufacturers. Nihon Keizai Shimbun, the business newspaper, forecast a decline of 4.5 per cent. However, these declines are from levels so high that Japan has been investing more each year than the US, an economy nearly twice as large.

There are several reasons for the reversals. While consumer spending in Japan remains relatively strong, the competition between electronics

Questions and answers

■ When it comes to matters of judgment, Britain's clearing banks have not emerged at all well from the Robert Maxwell disaster. Not only did they lend his empire well over £1bn but even worse they handed over to him control of their professional organ - *Banking World*.

The big selling point of the magazine is that it provides model answers to bankers' questions - which makes it an essential tool for young bankers on the make. Back in 1983, the Chartered Institute of Bankers agreed to merge its own journal with Maxwell's newly-acquired *Banking Magazine*. Maxwell controlled the *Banking World* title and his printing presses look after the monthly print-run of 130,000 copies. It is a nice little earner and has saved the Institute a lot of money and headache.

However, the Maxwell connection is proving an embarrassment and the Institute is now wondering how to extricate itself gracefully from the mess. There is talk of a management buy-out of Maxwell's contract publishing interest. Since the *Banking World* print run is a valuable contract the managers would obviously like to retain it.

Not surprisingly, the Institute is worried lest its organ falls into the hands of another unsavoury character. Model answers please to Roger Flimington, president of The Chartered Institute of Bankers, 10 Lombard Street.

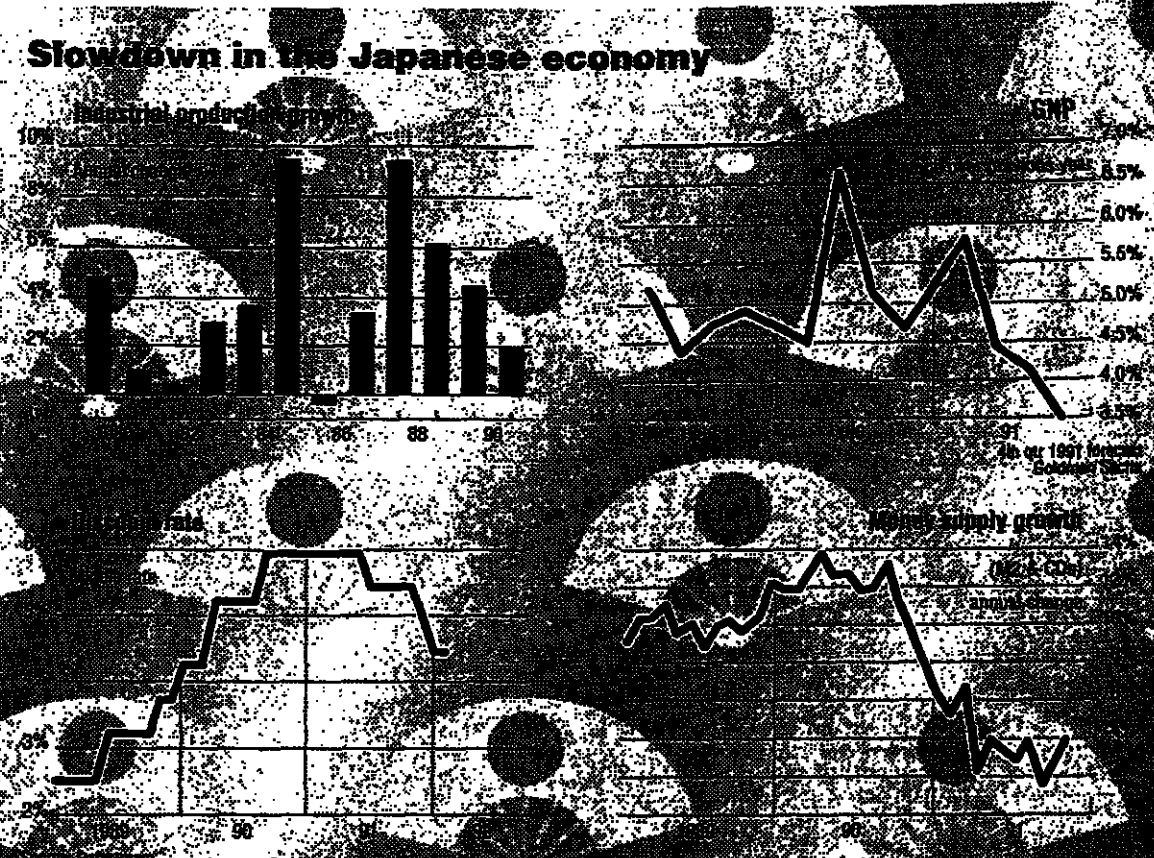
Ex-tax haven

■ President George Bush, the kinder, gentler president, now knows what it is like to feel homeless.

Although he has lived in Washington for years and owns a holiday home at Kennebunkport, on the Maine coast, his official residence for tax

Stefan Wagstyl on the state of Japan's economy after recent bad corporate results

Slow motion, but not a standstill



shock year of 1974 when the economy declined 0.8 per cent. It is, however, similar to the growth of 2.6 per cent achieved in 1986, when business sentiment was at least as bad as it is today. (Then, too, one of Japan's premier companies - Nissan Motor - suffered an operating loss.)

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Consumer spending is still fairly buoyant. Spending on luxury and high-cost goods has fallen but purchases of a wide range of consumer goods and services, even including non-essential items such as holidays, remain solid. It is, for example, almost

impossible to book a room in a ski resort at the weekend within travelling distance of Tokyo.

Exports too have held steady, with orders from the growing economies of east Asia and to some extent from Europe compensating for weak

demand from North America.

Nevertheless, there is no denying the shock caused by recent corporate announcements. Sony, which this week forecast a 30 per cent decline in profits for the year to March, has not been in the red since it was listed in 1958. Fujitsu, Toshiba and NEC, giants of the electronics industry, expect profit declines of 40-90 per cent. Toyota, with a June year-end, reported a 30 per cent decline in profits in the six months to the end of December.

More many surprises can be expected as the great bulk of companies with March year-ends prepare their final accounts.

Sluggish sales and falling profits are prompting severe cuts in corporate spending, starting with capital investment. Sony is reducing capital investment by a third to ¥200bn.

Chill wind for electronics

manufacturers in the domestic market is cut-throat. At the same time, electronics companies have failed to develop a new generation of consumer goods to replace existing products. In the past, their strategy was to use their technological strengths to develop new products, which in turn would generate demand. But at the moment, this strategy does not seem to be working.

In consumer electronics, where Matsushita and Sony are the biggest companies, consumers' demand for the products on offer has been satisfied. Sales of colour televisions, video

recorders, hand-held video cameras, Walkman-type cassette recorders and compact disc players - the big hits of recent years - have peaked. And there is little on the horizon to fuel a new burst of demand.

Sony has managed to keep its factories humming, churning out more products, but not at a profit. It is, moreover, burdened with net debts of ¥1,000bn (\$4.5bn) following its purchase of Columbia Pictures in 1989 and CBS Records in 1988. Sony is finally paying the cost of its willingness to take big risks, and is being forced to cut capital spending by 36

per cent this year as a result.

The other large Japanese electronics companies are suffering because of their investment in developing semiconductor chips, the memory banks of electronic products. Prices of the latest generation of high-capacity semiconductor chips - the 4 megabit dynamic random access memory chips - have collapsed even before demand picked up.

None of the companies is likely to make profits on the hundreds of millions of dollars needed to develop the chips. The next generation of chips, the 16M D-Rams, is likely to be a

Toshiba says it is considering a reduction of 20-30 per cent. Other electronics group are certain to follow suit.

Companies are even making cuts in their current operations. Nissan, the motor group, announced plans to close its assembly plant in Australia. Daihatsu, another vehicle manufacturer, is pulling out of the US market. Toshiba is considering cutting research and development spending for the first time ever. The most hard-pressed companies are going as far as sacking staff - a rare move in a country where lifetime employment is the norm among large employers.

But anecdotes from the corporate battle front need to be put in context. First, much of the bad news coming from manufacturing is concentrated in three industries: motors, electronics and machine-making. These sectors performed particularly well in the 1980s and are now suffering a sharp cyclical downturn. Cars, electronics and machines account for more than half of Japan's exports but only about 10 per cent of total output. Factories still dominate large swathes of Japan's urban landscape, but they now produce less than 30 per cent of the nation's output. Fully 60 per cent of output services.

Next, even within these industries some groups are much better off than others. Sony is worse hit by the downturn in demand than some of its rivals because of its relatively heavy debt. Matsushita Electric Industrial, with cash in the bank, has more room for manoeuvre.

Some industries have so far been untouched by the downturn, notably shipbuilding where order books are so full that companies are rehiring retired workers. Demand also remains buoyant in food processing and toiletries and other non-cyclical industries. "Our sales are good," says an official at Lion, a leading soap manufacturer.

Even Lion may yet feel the pinch. Some supermarket chains, notably Juso, one of the largest operators, are preparing price discounting campaigns. As one Juso executive says: "Consumers are more worried about their money in a recession."

That is true. But Japan is still a long way from a true recession, when the economy contracts for two successive quarters. Moreover, while some negative influences, such as cuts in capital spending by electronics companies, have still to exert their full impact on the economy, benign forces are also at work, such as the effects of last year's three cuts in the Official Discount Rate, taking it from 6 per cent to 4.5 per cent.

In the last resort, it is not forecasts, which could prove too optimistic, but the ability of the authorities to react to bad news that gives confidence. The Bank of Japan has room to cut rates further and is widely expected to do so in the next two or three months. After a decade of fiscal self-restraint, the government could also launch an economy-boosting increase in public spending. Should a real recession appear on the horizon, the government has adequate room for manoeuvre.

money loser, and there is as yet no apparent mass market application for 640K D-Ram chips, the widely expected to do so in the next two or three months. After a decade of fiscal self-restraint, the government could also launch an economy-boosting increase in public spending. Should a real recession appear on the horizon, the government has adequate room for manoeuvre.

Toshiba, meanwhile, has lost its leadership in the US market for portable computers, which it helped to create, and is struggling at home. Fujitsu is suffering from the "downturn" in the computer industry - the move away from mainframes to small, powerful workstations.

Japanese electronics companies are facing difficult questions about where to invest. They will have to spend less and funnel it into products and technologies that are less risky. Some will find they have to abandon parts of their businesses and focus on what they can do best.

OBSERVER



"I can remember when this country was powerful enough to cause a world recession"

around 6 per cent in ITN, Dyke can undoubtedly plead more pressing calls on his time - the ITV Association of which he is recently chairman, *inter alia*.

More pertinently, just this week LWT and Carlton unveiled an important joint venture, initially a London regional news service - but, both parties no doubt hope, a serious competitor to ITN one day.

In the club

■ Most people would agree with Labour's tribute to Britain's nurses whose dedication means they "routinely do more hours than they are paid for", staying on without overtime or working through lunch. But when the new policy document "Your Good Health" goes on to lavish praise on the consultants, Observer begins to feel a bit queasy.

After all, many GPs attribute delays in treatment under the NHS to consultants who find

lengthy waiting lists a useful marketing aid for their lucrative private practices. And consultants' working practices (not to mention their devotion to improving their golf handicap) are often responsible for under-use of hospital beds.

Didn't Barbara Castle fall out with the consultants over their hours of work when she was Labour's health secretary in the mid-1970s? No, unreasonably, she wanted those who were paid by the NHS to work for the NHS rather than for themselves. Perhaps Robin Cook hopes to avoid such confrontations by one sort of sucking up - but Observer doubts whether it will cut much ice with the long-suffering NHS-user.

Hackette

■ It's a funny old world. Barely 18 months ago Margaret Thatcher was the most successful peace-time prime minister for a century. Now she has given the latest Commons register of members' interests her own description of the role into which she was cast down by her colleagues. Under a section headed *Trades or Professions* etc, Thatcher replies, perhaps unduly poignantly, that she is a now a "freelance lecturer, writer and broadcaster".

Own goal

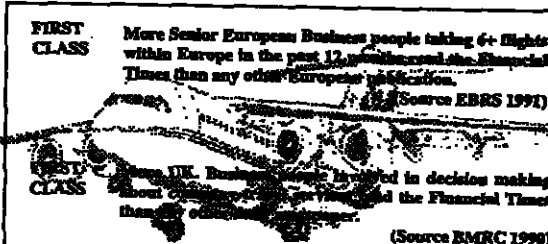
■ Love and marriage, love and marriage, go together like Masters & Johnson. Not any more. The 21-year marriage, and 35-year partnership, of the world-famous sex therapists and authors of such tomes as *Human Sexual Response* and *Human Sexual Inadequacy*, are filing for divorce.

William Masters, now 76, and Virginia Johnson, 67, are apparently basing their decision on "difference in goals".

What hope is there for the rest of us... especially if we are Chelsea supporters?

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FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

After several years of turning down offers for Virgin Music Group, Mr Richard Branson is on the verge of selling a majority stake in the record label, the largest and most profitable part of his empire. At the same time he wants to sell stakes in other companies - prompting Virgin watchers to ask what the UK's second-largest private group is strapped for cash.

The music industry expects that the Virgin Music Group deal will value the record label at more than \$1bn. Mr Branson also hopes to raise \$55m from the sale of a 20 per cent stake in his airline, Virgin Atlantic Airways; and he is seeking a 20 per cent partner for his continental European record stores, known as Megastores. His communications companies have just sold their largest profit earner, the computer games company Mastertronic, for \$60m (£34.2m).

Both Mr Branson's rivals and those who see him as a rare British entrepreneur, are asking questions about this money raising.

First, do his airline and record shops need cash urgently? Second, if not, why is he selling? And third, what will he do with the money?

Of the four separate Virgin enterprises - music, retail Megastores, airlines and holidays, and communications - it is the airline that prompts the most pressing questions about financial stability. It is operating in the middle of the worst airline recession for decades, and is involved in a bitter commercial and publicity war with British Airways. It has also borne the heavy start-up costs of flying out of Heathrow airport since last July.

Created in Mr Branson's image - young, cheerful - Virgin Atlantic started flying to New York out of Gatwick in 1984. Its executives feel it came of age last year after winning access to the Heathrow slots.

"People think you need a lot of money to run an airline but it isn't true," Mr Branson said. The airline's latest results for the year to July 1991, show it has been hit hard by the recession, and that without more cash it cannot be able to expand. But the results also establish that the airline's debt did not soar last year, contrary to the expectations of industry competitors.

Voyager Travel Holdings, the holding company for Virgin Atlantic Airways and its sister airline, Virgin Holidays, made an \$18m pre-tax profit in the year to July 1991 compared with \$8.5m for the corresponding period of the year before. Its executives

Tracking Virgin's vapour trail

Richard Branson is selling parts of his empire. Bronwen Maddox examines this strategy

The Branson empire

● VIRGIN MUSIC GROUP
Recording (80% of turnover)
Music publishing (18%)
Studios (2%)
Turnover: c. £350m
Pre-tax profit: c. £18m
Outside shareholders: Fujisanki - 20%

● VIRGIN RETAIL GROUP

Virgin megastores & games stores:
Turnover: £175m
Operating profits: £1-2m UK & Japan;
(Europe loss-making during development)
Pre-tax loss: c. £1m
Outside shareholders: WH Smith - 50% of UK stores
Marui - 50% of Japanese stores
European consortium - 20% of continental stores

VOYAGER TRAVEL HOLDINGS

Virgin Atlantic Airways (80% of turnover)
Virgin Holidays (17%)
Virgin Aviation Services (3%)
Turnover: £281m
Pre-tax profit: £77.5m
Outside shareholders: Fujisanki - 10% of Virgin Atlantic
Marui - 50% of Virgin Holidays
European consortium - 20% of Virgin Aviation Services

● VIRGIN COMMUNICATIONS

Computers, TV post-production
publishing & distribution
Turnover: £140m
Pre-tax profit: c. £14m
(incl. Mastertronic, games distributor sold last year)

describe this as a "considerable relief" as the Gulf war had pushed up fuel prices, and the Heathrow start-up meant buying aircraft cheaply while the market is depressed," according to Mr Trevor Abbott, group managing director of the airline and retail companies.

Some airline industry observers are sceptical about Virgin's expansion plans. They argue that the company's existing services already tap into the world's busiest routes and that profits from those routes will come under increasing pressure. By moving into Heathrow Virgin has taken on US carriers such as American Airlines and United, which were also granted rights to fly into the airport for the first time last year. These giant carriers are expected to launch a second marketing onslaught on Transatlantic routes this summer, putting pressure on yields.

Despite such reservations, it seems likely that the airline can avoid serious financial difficulties, provided Voyager manages to attract a 20 per cent investor. Virgin's Megastores also have heavy investment plans but these pose less risk and the shops probably offer less potential than the airline. The Megastores, while accounting for a fifth of all the Virgin companies' £1bn turnover last year, made a small pre-tax loss. The earnings from the UK and Japanese stores are offset at the moment by the development costs of the continental European stores.

Looking at the investment plans in the airline and Megastores, one of Virgin's former City advisers points to Mr Branson's policy of joint ventures as a sign of his financial prudence. In 1988, Mr Branson sold 25 per cent of Virgin Music Group to the Japanese conglomerate Fujisanki for \$150m (£96m); this year he has agreed a 50:50 joint venture of the UK shops with the retailer

WH Smith.

"He doesn't seem to have the hang-ups some tycoons have - insisting on total ownership - in fact he's shown a real knack for using other people's money to do what he wants," said the former adviser.

Even so, it will take years to see whether the investment in airlines and Megastores will match the striking success of Virgin Music Group, or whether, five years from now, they will simply seem an expensive and well-publicised hobby. Virgin Music Group still dwarfs its younger sister companies, with turnover last year of £350m and estimated pre-tax profits of some £15m-£20m. Selling a majority stake in it will mark a turning point in the Branson companies and, on a more personal note, in Richard Branson's life.

Mr Branson said: "It just seemed the right point not to keep shutting the door on these offers."

According to Mr Abbott, the willingness to consider selling the group also marks Mr Branson's new confidence that he has built other businesses - the airline and Megastores - to replace it, and that they are here to stay.

Clearly the sale is a wrench, and his preferred deal is one that allows him to keep a small stake. Mr Branson says. But his colleagues point out that he has not been closely involved in the music group for years. One who asked not to be named, said: "Richard may have got to that age where he thinks there's more to life than music. Please don't say he's grown up - he's just changed."

How will Virgin spend the cash? The record industry's giants, including Thorn EMI, the UK leisure conglomerate, and Bertelsmann, the German media group, have pushed the bidding higher since serious negotiations started this year, and Mr Branson could realise up to \$750m on the sale.

The group's broadcasting ambitions seem unlikely to swallow much of this new cash - Virgin failed to win any of the new ITV licences when they were auctioned last year, and although this did not deter it from applying for the second national radio franchise.

But the word that gets Mr Branson excited is railways. He has made no secret of his dream of running a high-quality train service, aimed at the business market, on British Rail's longest routes.

Or Virgin could simply sit back and enjoy having cash in the bank. Mr Abbott said: "It could be really rather a lot of money, couldn't it? And we're not short of ideas, you know."

Joe Rogaly

Beurre Heseltine



Butter wouldn't melt in the mouth of Mr Michael Heseltine. From the moment he rejoined the cabinet in November 1990 he has been as good as apple pie.

bonne femme (or, as Mr Heseltine might have put it, *mauvaise femme*).

If you take Character's characteristic explanation, Wednesday's performance was normal service resumed. He was cooking up no sweet dish for himself, least of all a future bid for the leadership of his party.

Nothing has ever been further from his thoughts. During his four years in the wilderness there were, of course, many unworthy suggestions that he had resigned from Mrs Margaret Thatcher's cabinet and subsequently kept himself in the limelight with the single purpose of becoming prime minister. The many of us who conversed with him during that time all unaccountably came to the same conclusion: he was after the top job.

Mr Heseltine will have none of this. He was determined to

He was surprised how wary of him the younger ministers were

survive as a politician after leaving the cabinet, that was all. As he accepted the ever-increasing number of invitations to speak at this or that Tory rally people began to ask if he was ambitious. Being honest, he acknowledged that, like everyone else, he was. That was how the myth grew. He did not expect to win in November 1990. His achievement was to survive, unlike all the others who had departed from Mrs Thatcher's cabinets.

The test of Character will come after April 9, if that is to be polling day. Before he returned to the fold the supposition was that he would be called on to lead the party if Mrs Thatcher lost an election, or won it by a wafer-thin majority. That was then. Now is different - or is it? The odds are that Mr Major will either win by a handful of seats or find himself swirling about in a hung parliament. Character will presumably want everyone to believe, although he probably suspects that they will not, that what applied when Mrs Thatcher was leader has no validity

when Mr Major's goose is the one that may be about to be cooked. In any case, Mr Heseltine's firmly expressed forecast is that the Conservatives will return with a decent majority.

If they do, his loyalists will insist that the party has him to thank for it. Before he became leader Mr Major was asked whether he would appoint the then highly controversial Mr Heseltine to his cabinet. His reply was that he wanted to win the next election. Yet giving Mr Heseltine any big-spend department is a political statement. It says that the government will put up with a certain brand of interventionism. Mr Major offered him the small-spend Home Office but Character was too wise to accept that mess of pottage.

His three preferred departments were environment, defence and industry. Using environment as a base he has involved himself in many of the politico-industrial decisions that cross Whitehall desks. He could have done the same from either of the other two departments.

The chosen route of the Channel tunnel link into London is his. If a local authority wishes to bid for some of the £750m City Challenge money on offer, it must first demonstrate that its relationships with its police department and local businesses are cordial. Treasury rules for accounting for European Community regional aid must be amended, as, after some delay, they were. He does not always get his own way, but he does so often enough.

When Character first returned to office he was surprised by how wary of him the younger ministers and officials were. It has taken time to allay their fears. Now he finds himself close to the prime minister, not quite his deputy - Mr Major is too sensible for that - but one of the inner circle of strategists, able to go where he pleases and speak on any subject he likes. If the Conservatives win well, and Mr Major has the courage to keep him, Mr Heseltine will surely become his deputy for micro-economic management, just as Mr Douglas Hurd is for foreign affairs. If not, there may be an awful mess in the kitchen.

LETTERS

Not a cheap alternative

From Mr Neil Taylor.

Sir, I am writing to correct the implication that New Zealand lamb is a cheap alternative to British in David Richardson's article (Farmer's Viewpoint, February 18).

New Zealand lamb has a place in the European market in providing a complementary supply and sustaining interest in lamb at a time when the domestic product is either not available or of variable quality. British producers rustling to get the most out of the variable premium, prior to its abolition at the end of last year, created some of the problem by having lower than normal stocks available to supply their customers in the new year.

Traditionally, at this time of year, the British product is variable and supermarkets, as always, supply their consumers with the best quality product available. They have chosen New Zealand product. Their decision is not solely based on price but on value for money.

New Zealand's unsubsidised producers are constantly having to compete with situations such as this which have been created by market distorting policies.

To borrow a phrase from Mr Richardson's headline: New Zealand farmers are "not in the mood for joking" either! Neil Taylor, trade policy director (Europe), New Zealand Meat Producers Board, Totara Park House, 34/36 Grays Inn Road, London WC1X 8HR

Folly inherent in call for a managed economy

From Mr Colin Smith.

Sir, The chairman of Rover Group attacks the government for its espousal of market economics (February 18) but fails to tell us what corporate mechanisms are implied in his call for a national industrial strategy.

Is Mr George Simpson suggesting, for instance, another National Enterprise Board? If so, he would do well to reflect that from over 100 investments made by the NEB, 38 had to be put into receivership or went into liquidation; 38 were sold at a loss to the taxpayer (including one which lost £34m on its own), leaving a mere 29 to be sold at a profit. Incidentally, the Labour party's proposal for something called British Technology Enterprise, to be run along similar lines to the NEB, shows that it is not only Mr Simpson who needs to re-learn the lesson of this particular

corporate folly.

Nor does Mr Simpson help his case by citing a so-called managed economy like Germany's. There, for example, record public borrowing, excessive state subsidies, civilly bureaucratic regulation and high corporate taxation all add to the competitive pressures facing German business leaders compared with the freer conditions applying in the seemingly revived UK.

The lower chief's ill-advised excursion into the political arena would carry more weight if and when his company manages to get within sight of the proposed output of his north of England Nissan competitors. In the meantime, his shareholders can take little comfort from what looks conspicuously like special pleading. Colin Smith, 34 Greycoat Gardens, Greycoat Street, London SW1P 2QB

Central to working parents

From Ms Lesley Abdela.

Sir, My guess is that Labour's 5-point lead among women voters disclosed by Harris (February 17) is directly due to different attitudes to the urgent problem of childcare.

Until the present government overcomes the antiquated and short-sighted views of the Treasury and some of its own party backwoodsmen on a national, affordable, good-quality system of childcare, rather than tinkering at the margins,

it cannot rely on the votes of millions of working parents who consider this matter ever more central to their economic lives.

Lesley Abdela, The Lodge, Concock Manor, Wiltshire SN10 3QQ

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'Seeing the whole': the route to introducing management processes

From Mr Tony Gill.

Sir, I was disappointed by Christopher Lorenz's conclusion from his reading of "The Fifth Discipline", by Peter Senge, that organisational learning is likely to become the "next American-sponsored management fashion" (Management, February 17).

Systematically, perhaps, Lorenz has captured the major themes of the book. Systematically, he has failed, in spite of the fact that the Fifth Discipline is all about systemic thinking. Lorenz shows every sign of being event-driven rather than rising above management fashions to under-

stand the underlying processes. I accept that there are gaps and over-simplifications in the book. However, the message is clear: we need to "see the whole" if we are to succeed in introducing any of the management processes of total quality, time-based competition, change management, etc.

Our consultancy experience indicates that organisations are beginning to realise the power of systemic thinking - it is this that integrates the functional and operational areas of the organisation resulting in greater organisational effectiveness. The concept of the Learning Organisa-

tion is just one facet of systemic thinking. It is the application of systemic thinking that permits organisations to address such paradoxes as "autonomy and control" and "continuity and change". TQM itself has raised these very questions: how do you "empower" the workforce without losing control over the organisation; how can "continuous improvement" take place? Management fads and recipes are no substitute for systemic thinking as a way to manage complexity.

True, Senge is not the first to promote these ideas. One of the UK's foremost proponents of

systemic management is Professor Stafford Beer, whose numerous works include "Cybernetics and Management" in 1959; "Platform for Change" in 1976; "The Heart of Enterprise" in 1979; "Diagnosing the System for Organisations" in 1985. So, what is new? Again the UK has been slow to accept its own home-grown ideas. If it takes Senge's evangelical fervour to waken UK public and public sector organisations to the potential of systemic thinking, then so be it. Tony Gill, Syncho, Aston Science Park, Birmingham

BOSS
HUGO BOSS

Support for the far right and ecologist parties has risen sharply, writes **Ian Davidson**

THE

But the central fact is that the split does not seem to have damaged the ecologists' appeal. Support began to rise three years ago when the Greens scored 10.6 per cent in the 1989 European elections. Next month the ecologists could score 50 per cent more, probably split evenly between the two movements.

Socialist party leaders are opposed to PR, even though it might dilute the scale of their likely defeat this time, because they fear it could also dilute the scale of their possible recovery in some later election. But if the regional elections show that 30 per cent of the electorate is unrepresented in parliament, the pressures for some degree of PR could become irresistible.

By John Lloyd in Moscow

Ukraine reforms; Defence plants conversion. Page 2

Attacking Labour's tax plans: Chris Patten (left) and Norman Lamont at yesterday's press conference

By Ralph Atkins, Emma Tucker and Phillip Stephens in London

The latest NOP poll for the Independent shows Labour

promised by Labour at the 1987 election, but again insisted that a world economic slowdown was to blame for the UK's recession.

Downing Street acknowledged that lower than forecast growth would mean the public sector borrowing requirement as a share of GDP would be "somewhat higher" than forecast in the autumn economic

Labour to scrap Tory health reforms; Major's 'A team', Page 11
Heseltine's role, Page 17

By George Graham in Washington

Environmentalists and energy industry advocates have been locked for months in a stalemate that prevented the bill's sponsor, Senator Bennett Johnston from the oil-producing state of Louisiana, from bringing it to the Senate floor. But in a compromise, environmentalists agreed to drop

Similar legislation is expected to be moved by the House of Representatives energy committee in the next few weeks, paving the way for a bill to be

- Promote alternative motor fuels by requiring private and public fleet operators to buy vehicles powered by electricity, solar cells, ethanol or natural gas. By the year 2000, 90 percent of non-military federal vehicles will have to run on these fuels.

Allow independent electric generators to compete in the wholesale market.

Licensing rules for the construction of nuclear power plants would also be eased by the Senate bill, though this provision is still contested in the House.

Trade deficit narrows Data s

Continued from Page 1

utilisation in the economy,

compared with levels below 80

technical correction. Only in

tax to pay for unification.

omy," it concludes.

THE LEX COLUMN

The consequence looks increasingly like a stimulus nearer to £4bn than to the £2bn which the City once expected, but that is not necessarily the way to restore sustainable growth. Were it not for the

sive 18 per cent in the six

The real difference at this stage is that Steedley has **had** to say about the future. Highland certainly requires the **right** to succeed, but this is not to say that its target would be better off on its own. The **game** is up unless the two firms, **which** are thinking of joining **forces** with Tarmac, can quickly **con**jure up an independent **vision** for the 1990s.

Judging by the \$ per share price fall that exists

Glaxo

The market was too quick to interpret yesterday's half-year figures from Glaxo as evidence that Zantac is faltering. Underlying growth of the ulcer drug

With perhaps one third of the equity now in US hands

its statement on trading conditions was decidedly bearish, and the answer is probably the

In January 1991, Mercury launched its Global Bond Fund. Interest rates seemed poised to fall as world economies faltered and inflation eased. The outlook for government bonds appeared excellent.

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FINANCIAL TIMES COMPANIES & MARKETS

THE FINANCIAL TIMES LIMITED 1992

Friday February 21 1992

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MATERIALS AND
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T.O.D.A.Y.
BRITISH VITA PLC

19

INSIDE

Astra pre-tax profits rise 36% to SKr3.4bn

Astra, Sweden's largest pharmaceutical company, has reported a 36 per cent growth in its 1991 pre-tax profit to SKr3.4bn (\$571m) from SKr2.5bn for the previous year. Sales rose by a third over the same period to SKr12.5bn from SKr9.4bn. **Page 21**

Another round at Pebble Beach

The controversial Japanese owner of the Pebble Beach golf resort, one of the most famous courses in the US, has sold out to a consortium organised by Sumitomo Bank. Mr Minoru Iwatsuki, who bought the course for around \$1bn, has had to dispose of it for about half that price after failing to complete a scheme to fund the purchase by sales of memberships to wealthy Japanese. **Page 22**

Steelco launches attack

Steelco, the UK building materials group fighting a hostile bid, yesterday launched an attack on Redland questioning its financials and management. Mr Richard Miles (left), Steelco's managing director, said Redland now looked over-dependent on the company, which last year was thought to have contributed nearly half of group operating profits. **Page 26**

Thai Airways plans share issue

Thai Airways International plans to offer a first tranche of shares in the state-owned airline to the public between March 16 and 27, giving new life to the long-running controversy over the company's management and profitability. **Page 20**

Greek stream of information

Greek stockbrokers have made good use of their time since the Athens Stock Exchange went into decline last summer. Many brokerage houses set up research departments resulting for the first time in a stream of company information. "Investors were taking decisions on the basis of little more than hearsay. Now we can offer them real analysis," says one broker. **Back Page**

France Telecom to join alliance

France Telecom may soon join Syncom, British Telecommunications' global alliance. The UK group was originally against the French state-owned company becoming a partner in the venture, which aims to provide multinational companies with comprehensive communications services. The terms of France Telecom's involvement remain to be finalised. **Page 25**

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Chief price changes yesterday

FRANKFURT (DM)					
Alb Ind & Vert	705	+ 15	Dr Fone France	985	+ 53
Bayer-Dow	748	+ 14	Large Copper	255.1	+ 24
Bay Pharm	251.5	+ 0.5	Saint Gobain	537	+ 24
IGD Deutsche	269	+ 11	Phila		
Rohm	285	+ 11	Sai Layette	1475	- 75
Volvo	945.5	+ 5.3	Stamps	860	- 47
NEW YORK (SP)					
Dow	71.4	+ 1.5	Aluminum	800	+ 40
Exxon	59.7	+ 1.7	Hokutoku Selya	1500	+ 150
Intl Paper	77.5	+ 1.4	Kajima Int Wires	603	+ 33
Shell	25.5	+ 1.7	Wipac Zinc	570	+ 35
Unilever	487	+ 17	Tamara Electric	1650	+ 210
Unilever Int	57.5	+ 1.7	Toyota Auto Ltd	1670	+ 100
PARIS (PPF)					
Alcatel	595	+ 26			
ANZ					
New York prices at 12:00.					

LONDON (Pence)				
Alcon			Winter	270 + 9
Chorpen	27.4 +	3.2	Yorishiro	644 + 36
St Western Res	24 +	6.2	Phila	
Green Prep	35 +	20	Albert Fisher	83.2 + 3.2
Harley	130 +	10	Bank Org	681 - 22
Headline Book	174 +	12	Shell Trans	440 - 16
P & O Dred	402 +	10	Trans Ind	40 - 7
Headline Pn	487 +	17	Trans Tech	388 - 14
Headline S	1081 +	43	Ward	113 - 12
Standard Chrt	449 +	13	Ward Hldg	44 - 8
Talman	182 +	9		
Thames	108 +	6		

Toshiba warns of 58% profits fall

By Steven Butler in Tokyo

TOSHIBA yesterday became the latest Japanese electronics company to issue a sharply lower profit forecast for the current year ending next month, in response to the worsening market for semiconductors, computers and communication equipment.

Toshiba said consolidated pre-tax profits would be ¥110bn, 58 per cent below last year, and 44 per cent below a forecast three months ago. Toshiba shares closed down ¥27 at ¥596 in Tokyo yesterday.

Toshiba has suffered from falling semiconductor prices, especially of the 4 megabyte DRAM chip, and competition in laptop computers in Japan and the US.

Toshiba last week announced 150 redundancies at its Irvine, California, computer assembly plant and is abandoning the lower end of the US personal computer market, where it says it cannot offer competitively priced products.

Apple Computer, whose sales have been growing strongly, said the Toshiba board is expected to cut capital spending next year by between 20 per cent and 30 per cent. Capital spending this year is budgeted at ¥250bn.

Company officials are also deciding whether to cut the research and development budget, something they have avoided in the past. Toshiba is expected to spend ¥280bn in the current year on R&D.

The company admitted it had expanded into too many areas in the past decade and said it would attempt to concentrate capital spending and research in strategically important sectors.

A cost-cutting programme introduced last April has been strengthened. Over time is being cut at production facilities and workers are being sent home early in order to avoid accumulating excess inventories.

NEC and Fujitsu last week revised profits forecasts downward. Sony, the consumer electronics and entertainment group, said on Wednesday its parent corporation would post a full-year loss for the first time since it was listed on the Tokyo Stock Exchange in 1958.

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Nestlé may launch counter bid for Exor

By Alice Rawsthorn in Paris

NESTLÉ, the Swiss food group, would be teamed together with Banque Indosuez, the French bank, its partner in the bid for Exor.

The price offered by the Agnelli family for Exor, the controlling shareholder in Perrier, the French mineral water company for which Nestlé is in the throes of a FF13.42bn hostile bid.

Mr Reto Domeniconi, director general of Nestlé, said in Paris yesterday that his company had considered the feasibility of bidding for Exor, which controls 35 per cent of Perrier. Any bid

would be made together with Banque Indosuez, the French bank, its partner in the bid for Exor.

into the legal arena while the protagonists await the conclusion of two French court cases which will be critical in determining the outcome of Nestlé's bid.

Pharmaceuticals group announces 41% pay-out increase, reports Paul Abrahams

Glaxo rises 14% on sales growth

GLAXO, Europe's largest pharmaceuticals group, yesterday announced a 14 per cent rise in pre-tax profits from £828m to £905m (\$1.24bn) and a 41 per cent dividend increase.

Sales exceeded analysts' expectations as the increased 24 per cent from £1.58bn to £1.67bn. At constant exchange rates, sales rose 18 per cent.



Dr Ernest Mario, deputy chairman, wanted to ensure gap between dividends was not too large

Dr Ernest Mario, deputy chairman, wanted to ensure gap between dividends was not too large

over from Zantac when its patents expire.

Dr Mario explained US sales had been affected by providing discounts worth \$55m (\$81.5m) to Medicaid during the first half of the year. During the second half of this year, it will offer discounts worth about \$60m, but

this will not have a great effect on the results as Glaxo had given about \$50m worth over the same period last year, explained Dr Mario.

Analysts said Zantac sales should pick up over the second half of the year, but in the longer term revenue from the drug were likely to slow.

Sales of Glaxo's new generation drugs accounted for 8 per cent of the group's revenues. These included Zofran, the anti-emetic drug which had sales of £120m and which the company expects to generate at least £250m by the year end; Imigran, a new migraine drug which generated sales of £12m; and Serenite, an asthma drug with sales of £8m.

Revenues from Serenite had been held up by worries about the drug's safety.

ICL takes control of Fujitsu operations in joint ventures

By Alan Cane in London

FUJITSU operations in the US and Europe will come under the direct control of ICL, the Japanese electronics group's UK-based subsidiary, when the two companies establish three joint ventures later this year.

The move, the result of an ICL initiative, marks a deepening of the trust between the two companies which began with a technology agreement in 1981 and progressed to Fujitsu taking an 80 per cent stake in ICL in 1980.

Establishment of the new companies is also being interpreted as a way of underlining ICL's managerial independence from its majority shareholder as it moves towards flotation on the London market.

Fujitsu is expected to reduce its shareholding to 51 per cent within three years as a result of the flotation; ICL is expected to announce its choice of bankers and financial advisers this quarter.

Fujitsu and ICL are planning to launch on April 1 this year: • Fujitsu-ICL Systems in North America. The company will be owned 80 per cent by ICL, 20 per cent by Fujitsu and will be under ICL's management. It will comprise ICL's existing North and South American retail systems business and Fujitsu's retail systems, automated teller machines and hand-held terminals operations together with Fujitsu's customer service business.

Royal Dutch raises dividend by 4%

By Deborah Hargreaves in London

ROYAL Dutch Shell group, the Anglo-Dutch oil company, disappointed the City yesterday when it increased its dividend by 4 per cent from 20.5p from 20.1p, just below the rate of inflation, after reporting a slight drop in profits for last year.

The company's shares lost 18p to 440p as many traders compared the increase with British Petroleum's move to raise its dividend 4.7 per cent, given Shell's much stronger cash position.

Sir Peter Holmes, Shell's chairman said: "Inevitably, if times are hard, the dividend may be shaved a bit, but our long-term objective is to keep up with inflation in real terms." He stressed that the company's dividend had grown in real terms by 75 per cent over the last 10 years.

Shell reported a 4 per cent drop in its profit for 1991 to £2.89bn (\$5.05bn) on a replacement cost basis which strips out the effects of stockholding gains and losses. On a historical cost basis, profit dropped by 33 per cent to £2.4bn reflecting the fact that 1990 results were buoyed by stock gains.

Sir Peter said 1991 had been a "mediocre" year with a "disappointing" fourth quarter. But he said he was not pessimistic for this year since he believed measures taken at Shell Oil, the company's US subsidiary, should lead to a gradual improvement in North American results.

Allianz in rights issue to raise DM1bn

By David Waller in Frankfurt

ALLIANZ, Europe's largest insurance company, is planning to raise more than DM1bn (\$604m) through a rights issue of new shares and profit-participating certificates.

This is the Munich-based company's first capital-raising exercise since October 1990. It mostly reflects the costs of expansion into eastern Germany via the acquisition of Deutsche Versicherungs, the loss-making former east German state monopoly.

Allianz said the issue would ensure its capital base expanded to keep pace with increasing business volume, and the proceeds would help meet the investment needed to integrate and develop Deutsche Versicherungs.

This follows the agreement in December last year to buy the 49 per cent of the east German operation which it did not already own.

In April, shareholders will be offered one new share for every 12 they already have at a price of DM700 a share, which compares with a closing price of DM2,306 yesterday, bringing in DM975m for the company.

Holders of profit-participating certificates will be offered new ones at the same 1-for-12 basis. The overall sum raised will be DM1.05bn.

In December, Allianz agreed to pay the Treuhand privatisation agency DM440m for the outstanding 49 per stake in Deutsche Versicherungs.

This was significantly more than the DM270.7m it paid for the first 51 per cent in June 1990, and more than Allianz had indicated that it wanted to pay in the light of heavy losses.

At the time, analysts said Allianz was paying a "political premium" for the right to acquire control over the former monopoly business.

Although the acquisition has brought Allianz premium income of some DM1.8bn a year, Deutsche Versicherungs is unlikely to break even until 1995-96, by which time it is likely to have built up cumulative losses of DM1bn.

Premium income is expected to grow to between DM3bn and DM3.5bn by 1995-96.

At the moment, Allianz is thought to be losing DM30 for every DM100 premiums received.

Last October, Allianz warned that losses in the east would mean that for 1991 it would register its first-ever group loss on mainstream underwriting business.

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INTERNATIONAL COMPANIES AND FINANCE

Placer Dome posts \$236m shortfall

By Robert Gibbens in Montreal

PLACER Dome, one of North America's two biggest gold producers, has posted a final 1991 loss of \$236.2m, or \$1 a share.

This follows previously-announced writedowns totalling \$294.7m on its investments in the Mt Milligan hopper-gold property in British Columbia and in smaller gold properties across Canada. The Mt Milligan special charge alone was \$195.7m.

In 1990, Placer, which has changed to US dollar accounting because of its global operations, reported profits of \$164.6m, or 70 cents a share. Sales in 1991 were \$968m, up 4 per cent from 1990.

The fourth-quarter final loss, including writedowns, was \$236.2m, against a loss of \$76m a year earlier on sales of \$377m, compared with \$274m.

The 1991 profits from continuing operations before writedowns was \$58.5m, against \$103.5m last time, due mainly to lower prices.

Average realised price for gold in 1991 was \$399 per ounce, taking into account forward contracts. Gold output was 1.68m ounces, including 276,200 oz from the first full year of Porgera in Papua New Guinea and 34,000 oz from La Colpa in Chile, which started on October 1.

Average cash production cost was \$223 per oz, against \$232 per oz, because of low-cost Porgera and La Colpa.

Levi Strauss advances 42%

LEVI Strauss, the privately-held but largest apparel-maker in the world, yesterday reported after-tax profits of \$356.7m for the year to November 24 - a 42 per cent advance on the previous 12 months, writes Nikki Tait in New York. Operating profits, however, increased by a more modest 15 per cent to \$774.2m.

In the fourth quarter alone, net profits rose by 40 per cent, to \$105.5m, while operating profits rose 12 per cent to \$208.4m. Sales for the year were \$4.9bn, against \$4.25bn.

Navistar reports deficit of \$32m in first quarter

By Martin Dickson in New York

NAVISTAR, the leading North American manufacturer of medium and heavy trucks, yesterday reported a first-quarter net loss of \$32m and said it also expected to be in the red in the second quarter.

The group, which has been hit hard by weak demand for trucks due to the US recession, said its loss worked through at 16 cents a share.

This compared with a net loss of \$38m, or 18 cents a share, in the first quarter of last year. Sales and revenues totalled \$902m, up 7 per cent.

Harley-Davidson shares leap

By Karen Zagor in New York

SHARES in Harley-Davidson, the only US motorcycle manufacturer, soared yesterday after the company turned in a 22 per cent increase in fourth-quarter sales.

Although Harley's fourth-quarter operating profits slid 2 per cent to \$15m from \$13.2m in 1990, lower interest and other expenses helped the company's underlying pre-tax earnings soar 288 per cent to \$10.7m from \$3.7m.

Net income in the 1991 fourth quarter was \$7.3m, or 41 cents a share, on sales of \$237.7m, against earnings of \$3.9m, or 22 cents, on sales of \$194.3m a year earlier. Motorcycle and related product sales surged 29 per cent in the 1991 quarter.

Transamerica falls into the red

By Nikki Tait

TRANSAMERICA, the San Francisco-based financial services group which holds a 25 per cent stake in Britain's Sedgwick Group, yesterday reported an after-tax loss of \$77.5m in the final three months of 1991 - compared with \$28.7m profit a year earlier.

The company blamed the loss on its commercial lending division, where it took a previously-announced special charge. This reflected "the decision to substantially

On Wall Street, Harley's stock added 5% to \$53 at midday.

Harley, the sole survivor of the 143 US companies which once made motorcycles, has overcome Japanese competition to regain the top spot in the big motorcycle market. It now commands about 61 per cent of the \$800c class.

Harley shipped 68,626 motorcycles in 1991, up 10 per cent from 1990, with most of the growth coming in the fourth quarter when they climbed 31 per cent to 18,828.

For the whole of 1991, operating profits fell 18 per cent to \$68.6m from \$83.4m, while earnings before tax and extraordinary items slowed to \$68.1m from \$62.6m.

Truck shipments totalled 17,100 units, up 3 per cent mainly because of higher shipments of school-bus chassis to customers who normally took delivery later in the year.

Shipments of medium-range diesel engines to original equipment manufacturers increased 11 per cent, reflecting higher retail demand for diesel powered trucks and vans.

Navistar said it had increased its share of the North American retail market for medium and heavy trucks to 28.1 per cent, from 26.5 per cent in the first quarter of last year.

The industry sales of medium and heavy trucks fell 9 per cent from a year earlier to \$2,800 units.

Mr James Cotting, chairman, said Navistar's margins had improved slightly from the 1991 first quarter because of the additional sales volume and the impact of a cost reduction programme.

He expected a moderate strengthening of the US economy as the year progressed, but at current demand levels expected a second-quarter loss.

Net income for the year was \$37m, or \$2.08, against \$37.8m, or \$2.12. Sales grew 9 per cent to \$895.9m from \$864.6m.

Mr Ronald Glantz, an analyst at Dean Witter Reynolds, was disappointed by Harley's flat underlying fourth-quarter earnings on strong sales, but he remained bullish about Harley's prospects. "What other consumer durable company is making money and apologising to dealers for not being able to meet demand?" he said.

In the 1991 quarter, Holiday Rambler sales rose 19 per cent to \$51m. The improvement, however, was led by lower margin vehicles and the business suffered a greater operating loss of \$6.5m, against \$1.9m in the 1990 quarter.

\$25.2m, but leasing slumped from \$18m to \$15.5m.

For 1991 overall, net profits were \$50.1m, down sharply from 1990's \$266.3m.

The loss from commercial lending, at the operating level, was \$21.7m. However, the company said it expected Transamerica Commercial Finance company to be profitable in 1992, and for the group overall to achieve "a strong consolidated earnings performance."

Transamerica shares eased 3% to \$40.

Northrop moves ahead at operating level

By Nikki Tait in New York

NORTROP, the US defence contractor which is heavily dependent on the B-2 Stealth bomber programme, has reported after-tax profits of \$200.8m for 1991 - a little lower than the \$210.4m seen in the previous year.

However, comparisons between the two years are somewhat misleading. The 1990 figure included a \$67.1m after-tax gain from the sale of the company's headquarters complex, while the 1991 results are depressed by about \$4m by accounting charges.

At the operating profit level, Los Angeles-based Northrop reported \$474.2m, compared with \$346.3m in the previous 12 months.

The company said profits were higher than expected and the missiles and unmanned vehicle systems divisions, but fell in the electronics business segment, where the result was affected by the cost of setting legal and product disputes.

Sales for the year reached \$5.69bn, up by 3.7 per cent on 1990.

In the fourth quarter alone, net profits jumped to \$42.7m to \$158.5m, with sales totalling \$1.57bn against \$1.52bn.

IBM loses top executive to Hughes Aircraft

By Louise Kehoe in San Francisco

ONE of International Business Machines' top executives, Mr Michael Armstrong, is to leave the company at the end of the month to be chairman and chief executive of Hughes Aircraft. He will succeed Mr Malcolm Currie, who is retiring.

His departure from IBM comes as a surprise. He was considered to be a potential successor to Mr John Akers, 57, who is expected to retire from the chairmanship in about three years.

Mr Armstrong, 53, has been at IBM for 31 years. For the past three years he has headed the computer company's international operations, a post he took over after serving as director-general of European operations.

He was chairman of IBM World Trade and a member of the company's five-man management committee and its corporate management board. Mr Armstrong is joining Hughes Aircraft as the defence electronics company begins a drive to increase its commercial business and so become less dependent on defence contracts, which represent about 70 per cent of its revenues.

Hughes, which produces missiles, telecommunications satellites and radar equipment for the military, posted 1990 revenues of \$7.8bn, and is expecting 1991 revenues of about \$8bn.

Phillips to sell 49% of gas unit

GPM Gas, a subsidiary of Phillips Petroleum of the US, is to make an initial public offering of up to 18.36m shares, Reuters reports from Washington.

The offering constitutes 51 per cent of Phillips' stake, leaving it with a 49 per cent stake in the offshoot.

Proceeds will be used by GPM to repay about \$600m of \$600m debt owed to Phillips.

The deal is a further significant expansion for Sheraton, which, backed by ITT's strong balance sheet, has spent some \$1bn over the past few years on renovating and acquiring properties in the US.

Mr Robert Bowman, executive vice-president of the chain, hinted yesterday that the deal could be the forerunner of other international acquisitions.

"Current market conditions," he said, "will allow the company to pursue further expansion possibilities throughout our worldwide network."

For highly-indebted Marriott, the deal represents an opportunity to reduce its borrowings. Last December, Marriott said it planned to raise about \$220m within 60 days through a variety of transactions.

Caesars World, the US gaming and hotels group, attributed improved second-quarter results to increased casino revenue from all three of the company's casino/hotels, AP-DJ reports.

Net income in the quarter jumped to \$23.1m from \$4m last time on revenues which rose to \$253.5m from \$208m last time.

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Mayne Nickless hit by poor trading conditions

By Kevin Brown in Sydney

MAYNE Nickless, the Australian transport, security and medical group, yesterday blamed difficult trading conditions for a disappointing 0.7 per cent increase in equity accounted net profits to A\$32m (US\$40m) for the six months to end-December.

However, profits increased to A\$106m after taking account of an abnormal gain on the disposal in September of the group's 11.8 per cent holding in Amcor, an Australian packaging manufacturer.

Sales revenue fell 3.2 per cent to A\$1.4bn, largely reflecting the Amcor sale, but was 9.4 per cent higher on a consolidated basis.

Mayne said the result was "a creditable outcome in a continuing recessionary environment where trading conditions have been tight in many of the company's major markets."

Mayne also announced a one-for-five rights issue to raise A\$522m.

The directors said that the capital injection would strengthen the company's balance sheet and enable it to expand its core activities "as opportunities arise."

Mayne is a big investor in the Optus Communications consortium which has been awarded a licence to operate Australia's second telecommunications network.

The company has also bought several small transport businesses in Europe over the past year, and is believed to be seeking further acquisitions to expand its express freight network.

In addition, its healthcare division has built a substantial private hospital business in recent years through the acquisition of a number of healthcare businesses, including Hospital Corporation of Australia and the Sacred Heart hospital in Melbourne.

Mayne said the outlook was bright for its transport and security businesses in Europe and North America. European profits increased by 195 per cent during the six months, due to an improved performance by Parceline, the group's UK express freight carrier.

North American profits fell by 11 per cent, primarily because of a strike which affected the operations of the group's Loomis Courier express freight carrier in eastern Canada.

Mayne said its healthcare, security and logistics management businesses were expected to perform strongly in the second half, but the contribution from express freight activities was likely to remain flat until the economy emerges from recession.

The directors declared an unchanged interim dividend of 17.5 cents, fully franked.

The group's shares closed 6 cents lower on the Australian Stock Exchange at A\$7.88.

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allow the colony's banks great latitude in the profits they declare.

However, analysts said that Hang Seng's results boded well for Hongkong Bank. Already, Hongkong Bank has published results for its US subsidiary which show a halving in losses and now Hang Seng has reported a near 30 per cent growth in earnings.

Mr John Mulcahy, head of research at Peregrine, a local brokerage, said he expected the Hongkong Bank to report earnings of about HK\$4.6bn - up nearly 50 per cent on 1990's HK\$3.0bn, but still less than the bank's record of HK\$4.7bn in 1989.

He pointed out that banks in Hong Kong had their margins

on mortgage lending boosted by 10 per cent last June after the government decided not to lower home lending rates when it cut deposit rates at that time. This margin still exists today.

Underlying growth in bank profits last year has been significant, he said.

"They are suffering an embarrassment of riches, and I suspect their transfers to inner reserves have been substantial."

Hang Seng, whose earnings rise was in line with market expectations, surprised with a one-for-four bonus issue. It declared a 75 cents final dividend, making HK\$1.25 for the year - up 25 per cent on 1990's pay out.

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INTERNATIONAL COMPANIES AND FINANCE

Liquidator secures £237m at Maxwell pensions unit

By Andrew Jack in London

ACCOUNTANTS unravelling the pension fund transfers of Bishopsgate Investment Management, the pensions vehicle at the centre of the collapsed Maxwell empire, have safeguarded £237m (£414.8m) of the estimated £895m in assets it held.

Mr Neil Cooper, a partner with Robson Rhodes, appointed provisional liquidator to BISM in December, yesterday made the first public statement on his investigation.

He said he had traced and secured £237m of assets. Another £217m has been given to third parties as security for loans to other companies in the Maxwell empire. A further £299m has been liquidated and the balance transferred to

other Maxwell companies. The remaining assets untraced are estimated at £2m.

He estimated that the total value of the assets managed by BISM would now total about £895m. The figure is lower than some previous estimates because it has been revalued in the last few days to reflect their current market values.

The announcement comes now that the Robson Rhodes team believes it has identified nearly all of the BISM assets. Mr Cooper said he had not released any information about the investigation until now "to avoid causing undue hardship to pensioners".

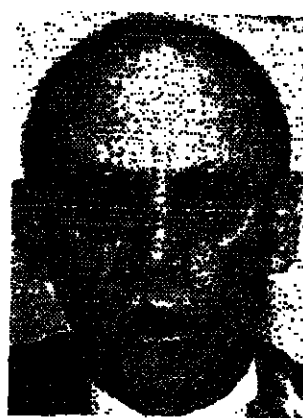
The £217m transferred to other parties, which includes collateral handed to banks

against loans to Maxwell companies, is likely to generate a protracted series of lawsuits to determine the true ownership of the assets.

He said the £299m in assets which had been liquidated and transferred to other Maxwell companies was unlikely to be recovered. This will depend on the outcome of the administration of the different parts of the group.

An estimated £112m of the safeguarded assets belong to the Common Investment Fund, which contained the assets of the pension funds of six Maxwell companies and should have totalled £411m.

The remaining £129m recovered belonged to pension funds in their own names.



Daimler Benz makes steady progress

By David Waller

DAIMLER BENZ, Germany's largest industrial company, boosted total sales by 11 per cent to DM94.66bn last year and said net profits for 1991 would be higher than 1990's DM1.79bn (£1.08bn).

The profit increase will be achieved after undisclosed but substantial restructuring costs associated with the company's decision to close down the AEG Olympia typewriter and office equipment market in Wilhelmshaven with the loss of 1,500 jobs.

The increase was not unexpected but the announcement yesterday was taken by analysts as confirmation that 1991 will prove to be a turning point for the group and its chairman, Mr Ehard Buder (pictured above), after four years in which earnings dropped by one-third despite an ambitious acquisitions programme.

The impetus for the growth last year came from what the company called an "extraordinary boom" in its domestic German market, with a 25 per cent rise in new car sales at the Mercedes-Benz automobile subsidiary and a 30 per cent increase in commercial vehicle sales, reflecting buoyant demand from the eastern part of Germany.

Demand overseas was weak with sales falling 3 per cent in other European Community countries and by 25 per cent in the US.

Mercedes-Benz reported sales for the whole of 1991 up 12 per cent to DM66.71bn.

Norsk Hydro slides into the red and cuts payout

By Karen Fosall in Oslo

NORSK HYDRO, Norway's biggest stock-listed company, slid into a net loss of Nkr498m (\$77.2m) in 1991 from a profit a year earlier of Nkr2.9bn, the company reported yesterday.

Hydro's poor result was due to a non-recurring Nkr2.9bn charge against accounts for the restructuring of its agriculture and magnesium divisions. In 1990, the company charged Nkr200m against accounts for restructuring.

Local analysts had expected Hydro to incur net losses of between Nkr400m and Nkr500m. The company is cutting its dividend from Nkr4.25 to Nkr3.50 a share.

Operating revenue was little changed at Nkr61.4bn against Nkr60.9bn, and operating

income fell sharply to Nkr922m from Nkr6.7bn. "All of Hydro's activities showed a weaker operating income in 1991 than in 1990 - even before taking 1991 restructuring charges into account - due mainly to weak demand and lower product prices," the company explained.

In the final quarter, Hydro made a net loss of Nkr1.53bn, against a profit of Nkr1bn in 1990. The fourth-quarter operating loss was Nkr2.06bn, in contrast to profits of Nkr2.1bn a year earlier.

Hydro said its agriculture division would achieve a profit of Nkr1.5bn against a loss of Nkr800m from restructuring, while efficiency efforts in other divisions are expected to cut total

annual costs by Nkr1.5bn "gradually" during the next couple of years.

Our most cyclical businesses - aluminium and petrochemicals - are holding up much better than in previous recessionary periods," said Mr Egil Myklebust, Norsk Hydro's president.

On a divisional breakdown, agriculture slid into a net operating loss of Nkr648m from a profit of Nkr1.2bn. Oil and gas, the group's best performer, saw operating income fall by Nkr822m to Nkr2.49bn.

Light metals made an operating loss of Nkr1.15bn against a profit of Nkr1.28bn. Petrochemicals saw operating profits fall to Nkr432m from Nkr1.01bn.

Astra to pay more after 36% advance

By Robert Taylor in Stockholm

ASTRA, Sweden's largest pharmaceutical company, announced yesterday a 36 per cent rise in 1991 pre-tax profit to SKr3.11bn (\$571.2m) from SKr2.51bn for the previous year.

Sales rose by one-third over the same period to SKr12.5bn. Profits per share jumped to SKr18.00 from SKr13.50 and Astra proposes to improve its dividend to SKr3.25 per share from SKr2.45.

The company expects its performance in 1992 to continue to remain strong. It predicts a pre-tax profit increase of between 20 and 25 per cent.

Last year's performance extends the pattern of impressive results from Astra. For 1990, the group achieved a 36 per cent rise in pre-tax profit to SKr2.5bn, while in 1989 profits rose 23 per cent to SKr1.85bn.

Astra's success stems from its current range of drug products. Sales of Lasec - its anti-peptic ulcer drug - more than doubled in 1991 to around SKr4.85bn from SKr2.1bn in the previous year, reflecting its successful introduction during the year to both the US and Japanese markets.

The company's cardiovascular anti-high blood pressure drug Plendil, which reached the German market for the first time at the end of 1991, enjoyed a 78 per cent boost in sales to SKr3.66bn, while there was a 51 per cent growth in sales of Pulmicort, the anti-asthma agent, to SKr1.22bn.

Sales of Turbuhaler, an inhaler delivering medication to asthma patients, increased by 10 per cent to SKr790m.

Sparbank up 21% in spite of credit losses

SPARBANK, the Swedish savings bank, boosted profits by 21 per cent last year to SKr1.09bn in spite of SKr1.1bn credit losses, writes Robert Taylor in Stockholm.

At end-1991, the bank had SKr5.2bn of extended credit but said while this was substantial, there was no risk to the bank because "a large part was covered by first class security".

Mannesmann warns of decline

By David Waller in London

MANNESMANN, the German steel and engineering group, yesterday reported a 1 per cent improvement in group sales to DM24.1bn (\$14.6bn) and said profits for 1991 did not reach the same level as in the previous year.

It gave no indication of the scale of the profits fall, saying only that the group had suffered from the impact of weaker economic conditions worldwide on the demand for capital goods and because of the costs associated with the

development of its D2 mobile telephone network - estimated by some brokers to be as much as DM360m last year.

The statement was the latest in a series of gloomy announcements from the company, which reported a 27 per cent drop in after-tax profits after six months of 1991 and a further fall after nine months. Analysts expect earnings per share to fall to DM16 in 1991 from DM25.5 in 1990, when net profit was DM464m.

The group blamed the profits

fall on the costs of developing the D2 system, plus the effects of a general fall in demand for mechanical engineering products (which hit the Rexroth hydraulics and linear motion engineering in particular) and development costs in its auto-components subsidiary.

It said profits actually rose at the parent company level (again by an unquantified amount) and that orders for 1991 at DM25.29bn were virtually the same as in the previous year.

Cartel office to approve AGF's stake in AMB

THE German cartel office is to approve a holding of 25 per cent plus one share by French insurer Assurance Générale de France (AGF) in German financial holding company Aachener und Münchener Beteiligungs (AMB), AP-DJ reports from Berlin.

AGF this week filed suit against AMB's management, which it accuses of blocking AGF from exercising full voting rights in the German company. State-controlled AGF built up the share in AMB without AMB's consent.

Acquisitions behind 26% profits rise at Hagemeyer

By Ronald van de Krol in Amsterdam

HAGEMEYER, the Netherlands-based international trading company, posted a 26 per cent increase in net profit to Fl85.2m (\$45.8m) in 1991. The dividend is to be increased by the same percentage to Fl5.68 from Fl4.52 in 1990.

Sales were up nearly 18 per cent at Fl2.96bn last year and are expected to show a further rise to around Fl3.5bn in 1992.

Hagemeyer, which is 60 per cent owned by the Hong Kong investment company First Pacific, attributed the rise

mainly to acquisitions, including its purchase in late 1991 of a 60 per cent stake in Fröschl, one of Germany's largest electro-technical wholesalers.

Growth of existing businesses was just under 2 per cent, reflecting slower economic growth in Australia and setbacks on the German market for consumer electronics. If these two areas are disregarded, organic growth totalled around 5 per cent.

For 1992, Hagemeyer forecasts further profits growth.

Fokus Bank's deficit doubled

By Karen Fosall

FOKUS BANK, Norway's third biggest commercial bank, yesterday revealed a 1991 net loss almost doubled to Nkr1.1bn (\$325.6m), from Nkr1.15bn a year earlier, and said credit losses in 1992 would remain high.

Fokus was formally taken over by the state in December after making huge interim losses. The state became the bank's owner after a Nkr75m cash injection.

The bank expects the government-owned bank insurance fund to contribute to a further capital strengthening exercise should one become necessary.

At end-1991, the bank's

equity was just 45 per cent of risk-weighted balance sheet items. By end-1992, under Norwegian law, the ratio will have to be 8 per cent.

Losses on loans in guarantees rose to Nkr1.5bn in 1991 from Nkr1.15bn. "There is reason to expect that the result before losses on lendings will improve in 1992," Fokus said.

Net income from interest and credit fell in 1991 to Nkr1.26bn from Nkr1.35bn, while other operating income rose to Nkr570.1m from Nkr524.6m. Fokus swung to an operating loss of Nkr239.6m from a profit of Nkr18m in 1990.

The operating result in Fokus Bank in 1991 has been

affected by the general difficulties in the Norwegian economy," Fokus said.

Norwegian banks will need more transfers of state cash this year in order to meet new, tough capital adequacy requirements. Norway's central bank governor, Mr Hermod Skanland, said.

"In the course of 1992, we must expect that the (state) Bank Investment Fund will supply several of the banks with capital to enable them to meet the capital requirements implemented by the end of the year," Skanland said.

Last year, the state pumped in some Nkr15bn to help banks survive.

Kvaerner turns in record results

By Karen Fosall

KVAERNER, the diversified Norwegian company with main interests in engineering, shipping and shipbuilding, yesterday announced record pre-tax profits in 1991 of Nkr1.1bn, up from Nkr1.05bn in 1990.

Kvaerner plans to lift its dividend to Nkr3 a share from Nkr2.75.

The company said it expects to make a 1992 profit similar to last year's.

Group operating profit rose by Nkr175m to Nkr1.04bn, while turnover increased to Nkr18.66bn from Nkr13.15bn in 1990.

The big increase in revenue is primarily due to the acquisition of the Kvaerner Masa shipbuilding group in Finland and Goetaverken Energy in Sweden, Kvaerner said.

On a divisional basis,

shipbuilding, the group's best performer, boosted net pre-tax profit to Nkr555m from Nkr422m.

Mechanical engineering slid in a loss of Nkr51m from a Nkr46m profit in 1990.

Pulp and paper technology saw pre-tax profit in 1991 cut to Nkr270m from Nkr460m while shipping saw profits decline last year to Nkr260m from Nkr425m.

JAPAN INTERIM MANAGEMENT

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- ★ Are you satisfied with the R.O.I., market share and profitability of your Japanese subsidiary?
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JIM provides management for foreign companies in Japan for start-up, turn-around and restructuring situations on an interim basis.

Many companies are urged to change their well proven and successful strategy to succeed in Japan. In fact, it is usually only the implementation of this strategy, rather than the strategy itself, that should be adapted to the Japanese market.

Without changing the client's basic international strategy, JIM defines an approach that fits the Japanese market and takes its unique business practices into consideration.

Upon approval of the proposed approach, a team of experienced expatriate and Japanese managers assumes temporary responsibility for management of the Japanese subsidiary and implements the steps agreed on.

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Optec Dai-ichi Denko Co., Ltd.

U.S. \$100,000,000

3 1/8 per cent. Guaranteed Notes due 1996

with
Warrants

to subscribe for shares of common stock of Optec Dai-ichi Denko Co., Ltd.
The Notes will be unconditionally and irrevocably guaranteed by

The Mitsubishi Bank, Limited

Issue Price 100 per cent.

Yamaichi International (Europe) Limited

Bayerische Landesbank Girozentrale
Mitsubishi Finance International plc
Robert Fleming & Co. Limited

Deutsche Bank Capital Markets Limited
Morgan Stanley International
Mitsubishi Trust International Limited

Daiwa Europe Limited
Bank of Tokyo Capital Markets Group
New Japan Securities Europe Limited
Tokai Bank Europe Limited
Barclays de Zoete Wedd Limited
BNP Capital Markets Limited
Coutts & Co AG
Kyowa Saitama Finance International Ltd.
J. Henry Schroder Wagg & Co. Limited
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Mitsui Taiyo Kobe International Limited
IBJ International Limited
Shinsei Ishino Europe Limited
Toyo Securities Europe Ltd.
Baring Brothers & Co., Limited
Cazenove & Co.
Kleinwort Benson Limited
Ryoko Securities International Limited
Taiheyo Europe Limited
S.G. Warburg Securities



Canadian Imperial
Bank of Commerce

NOTICE OF REDEMPTION

CANADIAN IMPERIAL BANK OF COMMERCE
U.S. \$250,000,000 Floating Rate
Deposit Notes Due 2005

NOTICE IS HEREBY GIVEN that pursuant to Condition 5(b) of the U.S. \$250,000,000 Floating Rate Deposit Notes due 2005 (the "Notes") of Canadian Imperial Bank of Commerce ("the Bank"), the Bank will redeem on 30 March 1992 all of the outstanding Notes at a price of 100% of the principal amount. Interest will cease to accrue on the Notes from and after 30 March 1992.

Payment of principal in respect of the Notes will be made in U.S. dollars against surrender of the Notes to one of the Paying Agents listed below:

Canadian Imperial Bank of Commerce Trust Company
Care of United Missouri Trust Co. of New York
One Battery Park Plaza, 8th Floor, New York, N.Y. 10004

Canadian Imperial Bank of Commerce
Cottons Centre, Cottons Lane, London SE1 2QL

Kredietbank S.A., Luxembourg
45 Boulevard Royal, P.O. Box 1108, Luxembourg

Morgan Guaranty Trust Company of New York
Avenue des Arts, 35, B-1040, Brussels

Where any Note is presented for redemption without all unmatured coupons relating thereto, redemption shall be made only against the provision of such indemnity as the Bank shall require. Payments of interest accrued to 30 March 1992 on the Notes will be made against surrender to the relevant Paying Agent at the office of the Bank or a Paying Agent, other than an office of the Bank or a Paying Agent in the United States, in the manner specified in Condition 4 of the Notes.

CANADIAN IMPERIAL BANK OF COMMERCE
February 21, 1992

FIDELITY GLOBAL SELECTION FUND

Société d'investissement à Capital Variable

Kansallia House, Place de l'Etoile
L-1021 Luxembourg

Notice of Annual General Meeting

NOTICE is hereby given that the Annual General Meeting of the Shareholders of FIDELITY GLOBAL SELECTION FUND, a société d'investissement à capital variable organisée under the laws of the Grand Duché de Luxembourg (the "Fund"), will be held at the registered office of the Fund, Kansallia House, Place de l'Etoile, Luxembourg, at 11:00 a.m. on February 27, 1992, specifically, but without limitation, for the following purposes:

1. Presentation of the Report of the Board of Directors.
2. Presentation of the Report of the Auditor.
3. Approval of the balance sheet and income statement for the fiscal year ended October 31, 1991.
4. Discharge of the Board of Directors and the Auditor.
5. Election of six (6) Directors, specifically the re-election of Messrs. Edward C. Johnson, 3d, Charles T.M. Collis, Charles A. Fraser, Jean Hamillius and H.F. van den Hoven, being all of the present Directors, and the election of Mr. Barry R.J. Bateman as a new Director, subject to approval by the Institut Monétaire Luxembourgeois and to have effect after such approval.
6. Election of the Auditor, specifically the election of Coopers & Lybrand, Luxembourg.
7. Consideration of such other business as may properly come before the meeting.

Approval of the above items of the agenda will require the affirmative vote of a majority of the shares present or represented at the Meeting with no minimum number of shares present or represented in order for a quorum to be present. Subject to the limitations imposed by the Articles of Incorporation of the Fund with regard to ownership of shares which constitute in the aggregate more than three percent (3%) of the outstanding shares of the Fund, each share is entitled to one vote. A shareholder may act at any meeting by proxy.

Dated: January 21, 1992

BY ORDER OF THE BOARD OF DIRECTORS



The "Shell" Transport and
Trading Company, Public
Limited Company

Final dividend 1991

Notice is hereby given that a balance of the Register will be struck on Thursday, 12th March 1992 for the preparation of warrants for a Final dividend for the year 1991 of 12.0p per 25p Ordinary Share. If approved at the Annual General Meeting to be held on 14th May, 1992 the dividend will be paid on 18th May, 1992.

For transferees to receive this dividend, their transfers must be lodged with the Company's Registrar, Lloyds Bank Plc, Registrar's Department, Goring-by-Sea, Worthing, West Sussex BN12 6DA, not later than 3pm on 12th March, 1992.

SHARE WARRANTS TO BEARER

The Coupon to be presented for the above dividend will be No.187 which must be deposited for examination at Lloyds Bank Plc, Registrar's Department, Issues Section, Borsa House, 80 Cheapside, London EC2V 6EE, at least five clear days before payment is required (the required date cannot be prior to the 18th May 1992) or may be surrendered through Messieurs Lazard Frères et Cie, 121 boulevard Haussmann, 75008, Paris.

BY ORDER OF THE BOARD

J.A. Cunliffe
Secretary

Shell Centre,
London SE1 7NA
20th February, 1992

COMPAGNIE BANCAIRE

Société Anonyme
Incorporated in France with limited liability.
Regd. Office: 5 avenue Kleber, Paris 16ème.

NOTICE OF ORDINARY GENERAL MEETING

The shareholders of Compagnie Bancaire are invited to attend the Ordinary General Meeting to be held on Wednesday, 18th March, 1992 at 9.00 a.m. at the Head Office, 5 avenue Kleber, Paris 16ème, to consider the following Agenda:

- The Report of the Board of Management on the current activities and position of the Company.
- The Reports of the Auditors.
- The comments of the Supervisory Board.
- The approval of the accounts for 1991 and appropriation of profits and option to pay the dividend in the form of shares.
- Nomination of a new member to the Supervisory Board.
- The authorisation of the Board of Management to issue bonds up to a maximum outstanding amount of FF 110 billion.
- The authorisation of the Board of Management to buy and sell shares of the Company on the Stock Exchange in order to regulate their price.
- Any other business.

In order to attend or be represented at the Meeting, owners of registered shares must have been entered on the register five clear days prior to the Meeting. Holders of bearer shares must deposit, at least five clear days prior to the Meeting at the Head Office, the certificates of deposit, issued by the bank, financial institution or stockbroker with whom the shares are lodged.

Postal votes must be received at the Head Office of the Company on the appropriate form six days in advance of the meeting. Shareholders who wish to attend the Meeting are requested to make advance application to the Company for an admission card.

Westpac Banking Corporation

(Incorporated with limited liability in the State of New South Wales, Australia)

U.S. \$150,000,000 Subordinated Floating Rate Notes Due 1997

In accordance with the terms and conditions of the Notes, notice is hereby given that for the interest period from 21st February, 1992 to 21st August, 1992 the Notes will carry an Interest Rate of 4-625 per cent. per annum. The Interest Amount payable on the Interest Payment Date which will be 21st August, 1992 is U.S. \$233.82 for each Note of U.S. \$10,000 and U.S. \$5,845.49 for each Note of U.S. \$250,000.

Westpac Banking Corporation

Agent Bank

Westpac House,
75 King William Street,
London EC4N 7HA

Goldstar Co., Ltd.

("the Company")

U.S. \$30,000,000

1% per cent. Convertible Bonds Due 2002 ("the Bonds")

NOTICE IS HEREBY GIVEN to the holders of the Bonds that, pursuant to a resolution passed at a meeting of the Board of Directors of the Company held on 24th January, 1992, it is proposed that Goldstar Electronic Devices Co., Ltd. ("GSED") be merged into the Company on 1st June, 1992. In connection with such merger the Company will issue and distribute its registered common stock to the shareholders of GSED registered in the shareholders' list of GSED at 1st June, 1992 in the ratio of 0.614 of a share of common stock for every share of common stock of GSED then registered. This will involve the issue of a total of 2,640,200 shares of common stock of the Company, of which 487,055.5 shares will comprise treasury stock and 2,153,144.5 shares will be issued to shareholders of GSED.

Under mandatory provisions of Korean law, the proposed merger will be submitted for approval to a general meeting of shareholders of the Company and GSED to be held on 25th February, 1992 and 26th February, 1992 respectively. A further notice will be given to the holders of the Bonds of the adjustment (if any) to the Conversion Price of the Bonds as a result of such merger.

21st February, 1992

Goldstar Co., Ltd.

U.S. \$200,000,000



BANK OF BOSTON CORPORATION

Floating Rate Notes Due 2000

Issued 12th September 1985

Interest Period 10th September 1991
10th March 1992

Interest Amount per
U.S. \$50,000 Note due
10th March 1992 U.S. \$1,516.66

Credit Suisse First Boston Limited
Agent

Notice of Subscription Price Adjustment



Daewoo Corporation

U.S. \$150,000,000

5% Bonds due 1996 with Warrants

Notice is hereby given to the Warrant holders of Daewoo Corporation that in accordance with the terms of the instrument dated December 9, 1991, the Subscription Price was decreased from Korean Won 17,830 to Korean Won 17,790 per share effective January 30, 1992. This adjustment had resulted from the issue of convertible bonds in the Korean market.

By: The Chase Manhattan Bank, N.A.
London, Principal Paying Agent
and Warrant Agent

February 21, 1992

CHASE

INTERNATIONAL COMPANIES AND FINANCE

Treasuries ease slightly in bout of speculative trading

By Patrick Harverson in New York and Sarah Webb in London

US TREASURY prices were slightly lower yesterday morning in a session dominated by speculative trading.

By midday, the benchmark 30-year government bond was down 1/8 at 100 1/8, yielding 7.91 per cent. The two-year note was also easier, down 1/8 at 99 1/8, to yield 6.96 per cent.

Prices had been lower in early trading in a reaction to reports that an influential newsletter had suggested Federal Reserve officials now believe the economy is growing faster than expected.

The market recovered some of the losses later, although it was unclear whether news of an 18,000 rise in weekly jobless claims sparked the rebound. The day's other economic news, the posting of a 45.94bn merchandise trade deficit in December, was generally ignored by market players.

GOVERNMENT BONDS

In an attempt to push the Fed funds rate nearer its target of 4 per cent, by midday, Fed funds were trading at 4 1/4 per cent.

JAPANESE government bonds ended higher after the release of favourable money supply data raised hopes of a cut in interest rates.

Money supply grew at a record low rate of 1.3 per cent in January from a year earlier, compared with a rate of 2.0 per cent in December and 2.4 per cent in November. The slower growth rate raised hopes of an easing in monetary policy by the Bank of Japan.

Prices climbed in the afternoon after the release of the money supply data, but slipped back from the highs on profit-taking and as the yen weak-

BENCHMARK GOVERNMENT BONDS

Coupon	Rate	Price	Change	Yield	Week	Month
10.000	10/02	100.1047	+0.045	8.96	10.10	1.78
9.000	08/01	101.4000	+0.050	8.78	8.87	0.62
8.500	04/02	100.5000	+0.050	8.42	8.42	0.00
8.000	11/00	102.3700	+0.170	8.50	8.50	0.00
8.000	03/97	99.0273	+0.188	8.73	8.73	0.00
8.500	11/02	100.2250	+0.110	8.46	8.47	0.01
8.000	01/02	100.4300	+0.010	7.98	7.97	0.01
12.000	10/02	98.4800	+0.200	11.27	11.28	0.01
4.800	09/98	98.5488	+0.222	5.72	5.70	0.02
4.400	03/00	103.7753	+0.207	4.38	4.45	0.07
5.250	09/02	99.4600	+0.090	5.53	5.58	0.05
11.300	01/02	103.0000	+0.130	10.77	10.82	0.05
10.000	11/98	105.28	+0.322	9.41	9.41	0.00
6.750	08/02	105.27	+0.022	9.32	9.31	0.01
8.000	10/08	98.28	+0.232	9.15	9.12	0.04
7.500	11/01	100.22	+0.28	7.40	7.40	0.00
8.000	11/01	100.22	+0.28	7.52	7.50	0.02

London closing, "Gazette" New York morning session. Yields: Local market standard. Prices: US, UK in 32nds, others in decimal. Technicals: DAILY/ATLAS Price Sources

ened against the US dollar. The Bank of Japan sold dollars for yen after the US currency strengthened to 125.25 yen. However, despite repeated intervention by the central bank, the dollar ended the day at Y128.50.

The yield on the benchmark No 129 issue ended at 5.37 per cent, having opened at 5.41 per cent.

BELGIAN government bond prices closed higher on the day, helped by a successful auction of the new 15-year bond issue.

The Treasury sold a total of Bfr38.66bn of 15-year bonds at an average weighted price of 98.33, yielding 6.59 per cent. At the time of the sale, the 15-year bond rose as investors switched out of 15-year Dutch government paper into the 15-year Belgian issue.

The combination of profit-taking and switching into Belgian stock pushed Dutch government bond prices slightly lower. The Dutch central bank lowered its special advance rate yesterday but the cut, from 9.4 per cent to 9.3 per

cent, had little impact on the bond market.

Elsewhere in Europe, German government bonds traded in a narrow range as the market awaited the release of the January money supply figure. The Liffe bund futures contract moved from its opening of 87.78 to 87.86, helped by a rise in the US Treasury bond market, but drifted back to close at 87.71.

Mr Omar Issing, Bundesbank member, was reported as saying that an inflation rate of around 4 per cent was unsatisfactory, adding that there was no hope of an easing in monetary policy in the near future.

UK government bonds traded in a narrow range, ending the day slightly stronger due to the firmer US Treasury bond market.

The Liffe gilt futures contract opened at 97.23 and climbed to 98.00 before closing at 97.27 on below-average volume. The benchmark 11 1/2 per cent gilt opened at 116 1/2, unchanged on Wednesday's close, and traded up to 116 1/2 to yield 9.33 per cent.

NZ government offering well received

INSTITUTIONAL support returned to the New Zealand bond market yesterday with the latest government tender closing oversubscribed, writes Terry Hall in Wellington.

This was in contrast to the previous one a fortnight ago, a failure which provoked considerable uncertainty in financial markets. The latest tender,

which sought NZ\$350m, attracted bids of NZ\$1152m for the three maturities offered.

However, yields barely moved, indicating, according to the treasury manager of a leading bank, that the market was unsure of where the economy was headed over the next 12 to 18 months and was not prepared to take a strong position.

He said the bids came from institutions and banks needing to do business, but no-one was prepared to take the market anywhere.

In the tender, the 1996 bonds saw an average yield of 8.10 per cent; 1998 bonds yielded 8.8 per cent; and March 2002 showed a yield of 9.35 per cent.

FT/ISMA INTERNATIONAL BOND SERVICE

Latest prices at 6:10 pm on February 20

U.S. DOLLAR STRAIGHTS

Issue	Rate	Offer	Chg	Yield
ALBERTA PROV. 5 3/8% 95	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 96	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 97	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 98	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 99	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 00	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 01	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 02	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 03	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 04	100	100 1/8	1/8	5.38

Issue	Rate	Offer	Chg	Yield
ALBERTA PROV. 5 3/8% 95	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 96	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 97	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 98	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 99	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 00	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 01	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 02	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 03	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 04	100	100 1/8	1/8	5.38

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ALBERTA PROV. 5 3/8% 95	100	100 1/8	1/8	5.38
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ALBERTA PROV. 5 3/8% 97	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 98	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 99	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 00	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 01	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 02	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 03	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 04	100	100 1/8	1/8	5.38

Issue	Rate	Offer	Chg	Yield
ALBERTA PROV. 5 3/8% 95	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 96	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 97	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 98	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 99	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 00	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 01	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 02	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 03	100	100 1/8	1/8	5.38
ALBERTA PROV. 5 3/8% 04	100	100 1/8	1/8	5.38

IBAN JPTL FVN 7 3/4 94 AS	250	100 1/4	8.29		
2ND BK JPTL FVN 7 7/8 97 AS	250	100 1/4	3.78		
INTER AMER DEV 7 5/8 96 AS	250	100 1/4	7.30		
ITALY 6 1/2 94 AS	1500	100 1/4	6.58		
JAPAN DEV BK 8 5/4 AS	150	104 1/4	5.91		
KANSAI ELEC POWR 10 3/4 AS	250	104 1/4	7.91		
ALBERTA PROV. 5 3/8 95	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 96	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 97	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 98	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 99	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 00	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 01	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 02	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 03	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 04	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 05	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 06	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 07	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 08	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 09	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 10	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 11	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 12	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 13	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 14	100	100 1/8	5.38		
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ALBERTA PROV. 5 3/8 16	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 17	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 18	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 19	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 20	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 21	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 22	100	100 1/8	5.38		
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ALBERTA PROV. 5 3/8 25	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 26	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 27	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 28	100	100 1/8	5.38		
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ALBERTA PROV. 5 3/8 75	100	100 1/8	5.38		
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ALBERTA PROV. 5 3/8 46	100	100 1/8	5.38		
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ALBERTA PROV. 5 3/8 48	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 49	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 50	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 51	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 52	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 53	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 54	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 55	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 56	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 57	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 58	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 59	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 60	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 61	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 62	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 63	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 64	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 65	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 66	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 67	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 68	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 69	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 70	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 71	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 72	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 73	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 74	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 75	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 76	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 77	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 78	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 79	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 80	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 81	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 82	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 83	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 84	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 85	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 86	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 87	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 88	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 89	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 90	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 91	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 92	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 93	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 94	100	100 1/8	5.38		
ALBERTA PROV. 5 3/8 95</					

Warm reception to pricing on Y125bn Spanish deal

NEW INTERNATIONAL BOND ISSUES						
Borrower US DOLLARS	Amount m.	Coupon %	Price	Maturity	Fees	Book number
Mitsui Taiyo Kobe Bk(b)(f)	50	(b)	102	2002	2 1/4%	Mitsui Taiyo Kobe Int.
ECUs						
European Community(c)(f)	480	8 1/4	100.05	1997	1 1/4%	Morgan Stanley
General Elec.Capital Corp(d)(f)	75	8%	101.075	1994	1 3/4, 0.975	UBS Phillips & Drew
VEB						
Kingdom of Spain(a)(f)	125bn	5 1/2	98.20	2002	32.5/200p	Nomura Int.
PESETAS						
Nordic Investment Bk(e)(f)	7.5bn	10 1/2	101.55	1997	1 1/4, 1%	Ranco Bilbao Vizcaya
D-MARKS						
Total(f)(f)	300		102.80	2002	2 1/2, 1%	Deutsche Bank

**Private placement. \$Convertible. (f)With equity warrants. (f)Floating rate note. (f)First terms. (a) Non-callable. (b) Coupon pays 50bp over 6-month Libor. Callable, once only, 22/5/98, if call not exercised will pay coupon of 8 1/4% thereafter. (c) Fundable with existing ECUs/SDR debt issued November 1993. Non-callable. (d) New issue of 4% medium term debt. (e) Medium term debt. (f) Program. (g) Non-callable. (h) Maturity. (i) Non-callable. (j) Amount. (k) Interest rate. (l) Coupon. (m) Non-callable.

tion and the domestic economic recession.

Bankke is the result of a merger of three large banks in 1993. Since then the branch network has been reduced from 750 to about 600, and further reductions are on the way.

Employment has been reduced by about 9 per cent from 18,400 at the time of the merger to 15,000. The number must be reduced to 12,000 by the end of 1994, said Mr Sørensen.

Partnership

of the stock market, who has
ould have an adverse effect on
ish stock market.

EQUITY GROUPS		Thursday February 20 1992										Wed Feb 19	Tue Feb 18	Mon Feb 17	Year ago approx
& SUB-SECTIONS															
Figures in parentheses show number of shares per section		Index	Day's Change	Est. Earnings Yield (%)	Gross Div. Yield (%) (Act. at 25%)	Est. P/E Ratio	Std. dev. 1992 to date	Index	Index	Index	Index				
1	CAPITAL GOODS (178)	792.99	+0.5	8.33	6.04	15.37	0.61	788.18	787.66	783.00	782.04				
2	Building Materials (23)	973.11	+0.1	7.18	6.38	18.76	0.44	972.19	971.66	968.00	967.24				
3	Electronics Construction (28)	888.85	-0.3	9.01	8.26	10.52	0.49	886.14	885.23	883.23	884.27				
4	Electricals (7)	2458.77	+0.4	10.05	10.12	12.57	0.47	2459.59	2459.54	2436.64	2346.85				
5	Electronics (26)	1801.16	+2.0	10.19	4.75	12.43	1.26	1766.01	1771.73	1766.50	1786.18				
6	Engineering-Aerospace (8)	324.10		12.62	8.02	9.63	0.77	324.314	314.134	313.88	408.87				
7	Engineering-General (43)	488.86	+0.1	9.53	8.98	12.96	0.51	486.16	486.07	485.12	984.75				
8	Metals and Metal Forming (10)	265.58	-0.2	10.42	6.56	10.70	0.40	265.64	265.64	265.62	265.62				
9	Motors (1)	314.32	+1.0	8.08	7.53	14.64	0.30	311.14	309.36	305.32	322.34				
10	Other Industrial Materials (18)	1566.45	+0.3	7.49	5.10	15.88	0.69	1607.761	1604.49	1570.87	1767.17				
11	CONSUMER GROUP (160)	1617.33	+0.3	6.93	3.29	17.27	0.27	1664.58	1669.94	1690.67	1528.00				
12	Brewers and Distillers (23)	2107.33	+0.3	7.64	3.36	17.93	0.70	2104.62	2104.62	2104.62	2104.62				
13	Food and Beverages (18)	2107.33	+0.3	7.64	3.36	17.93	0.70	2104.62	2104.62	2104.62	2104.62				
14	Food Retailing (17)	2544.73	+1.2	8.67	3.28	14.98	0.39	2512.58	2527.65	2512.95	2494.73				
15	Health and Household (24)	4423.23	-0.4	5.27	2.21	21.67	0.88	4441.81	4546.18	4521.58	2807.02				
16	Hotels and Resorts (23)	1302.32	+0.3	7.15	17.17	12.62	1.02	1306.59	1306.74	1297.57	1297.07				
17	Media (24)	1353.58	+0.3	6.37	3.56	19.74	1.23	1353.58	1353.58	1353.58	1353.58				
18	Media (24)	747.80	+0.9	7.68	4.44	17.13	0.22	740.80	737.37	737.37	585.79				
19	Packaging, Paper & Printing (17)	1068.95	+0.5	9.91	3.38	13.18	1.89	1063.83	1068.73	1059.26	940.30				
20	Textiles (10)	630.39	+0.5	7.28	4.91	17.52	0.53	625.95	628.41	625.00	655.08				
21	OTHER GROUPS (116)	1233.40	+0.6	7.98	5.37	12.90	0.34	1228.48	1228.11	1220.04	1114.48				
22	Business Services (11)	140.45	+0.5	6.65	6.65	13.94	0.67	139.49	139.49	139.49	139.49				
23	Chemicals (11)	1515.94	+0.4	6.62	8.83	11.67	0.44	1508.47	1503.69	1501.45	1203.30				
24	Commericalizers (1)	1326.26	+0.9	1											

	Rises	Falls	Same
British Funds	50	2	29
Other Fixed Interest	3	0	12
Commercial, Industrial	352	208	938
Financial & Property	102	101	599
Shares & Securities	23	17	5
Plantations	1	1	9
Minerals	30	13	107
Others	47	31	49
Totals	990	372	1,784

[illegible]

Issue Price	Amount Paid up	Latest Annunc Date	1991/92		Stock	Closing Price	+ or -
			High	Low			
100	P.P.		100		Bates Molding (Ind) (Mcl Co) P 1994	100	
100	P.P.		100	98 1/2	Chambers Ind. (Ind) (Mcl Co) P 1994	100 1/2	
50.75	P.P.		52 1/2	50 1/2	Chlorine Ppt. Control (Ind) (Mcl Co) P 1994	50 1/2	
100	P.P.		100	98 1/2	Fidelity Equip. Values (Mcl Co) P 1994	100	
100	P.P.		110	108	General Equip. (Ind) (Mcl Co) P 1994	110	
3100	1250		2975	107 1/2	Indus. Equip. (Ind) (Mcl Co) P 1994	2950	-20
100	P.P.		105 1/2	99 1/2	Industrial Equip. (Ind) (Mcl Co) P 1994	100 1/2	-50
9	P.P.		7 1/2	6 1/2	Inventory (Ind) (Mcl Co) P 1994	7 1/2	

Issue Price p	Amount Paid p	Latest Renewal Date	1991/92		Stock	Closing Price p	+ or -
			High	Low			
205	410	30/3	3600	2100	STP 10p	2100	-
60	120	2/4	1200	300	Grangebrook Inds.	300	-
50	100	15/5	1500	750	Clarke Foods	750	-
60	120	20/3	1200	600		600	+

PRICE INDICES		Day's change % The Feb 20	Wed Feb 19	Accrued Interest	not adj. 1992 to date	British Government	20	19	(approx.)
British Government						1 Low 5 years	8.57	8.58	9.24
						2 Coupons 15 years	9.12	9.14	9.54
						3 (0%-74 %) 20 years	9.12	9.14	9.69
						4 Medium 5 years	9.37	9.38	10.05
						5 Low 15 years	9.19	9.22	9.85
						6 (8%-104 %) 20 years	9.16	9.18	9.85
						7 High 5 years	9.61	9.61	10.22
						8 Coupons 15 years	9.29	9.32	10.06
						9 (0%-74 %) 20 years	9.32	9.36	9.98
							9.32	9.34	9.86
Irredeemables						10 Index-Linked			
All stocks (677)		+0.10	164.83	3.21	0.00	11 Inflation rate 5%	Up to 5 yrs.	3.61	3.62
						12 Inflation rate 5%	Up to 5 yrs.	4.28	4.28
						13 Inflation rate 10%	Up to 5 yrs.	2.92	2.92
						14 Inflation rate 10%	Up to 5 yrs.	4.09	4.09
Index-Linked						15 Index & Loans	5 years	10.85	10.86
1 Up to 5 years (26)		+0.02	122.46	1.95	1.65		10 years	10.63	11.74
2 Over 15 years (26)		+0.12	136.74	1.59	0.77		20 years	10.65	11.46
3 Over 15 years (9)		+0.18	148.16	2.46	0.88		25 years		
4 Irredeemables (6)		+0.19	164.83	3.21	0.00				
5 All stocks (677)		+0.10	164.83	3.21	0.00				
Index-Linked									
1 Up to 5 years (2)		+0.04	169.36	0.06	1.37				
2 Over 5 years (9)		+0.06	149.22	0.53	0.90				
3 All stocks (111)		+0.04	150.94	0.46	1.17				
Index & Loans									
1 Debs & Loans (62)		+0.04	119.61	3.42	0.46				

First Dealings	Feb. 17	Calls in RET, Clyde Petram, Cluff
Last Dealings	Feb. 28	Rea, Costain, G.M. Firth, Flex-
		tech, Gosholmer, Hanson warrants,
Last Declarations	May 28	Holens, Arthur Lee, Microvites,
For settlement	June 8	Oliver Rea., Palma, Premier
—month call rate indications are		Cota., Pelon and Transfer Tech.
known on this page.		But. In Silver.

The FT proposes to publish this survey on **March 2 1992**, from its print centres in Tokyo, New York, Frankfurt, Paris and London. It will be read by senior businessmen and government officials in 160 countries worldwide. It will be of particular interest to 130,000 directors and managers in the U.K. who read the weekday FT. If you want to reach this important audience with your services, expertise or products whilst maintaining a high profile in connection with North Oxfordshire.

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March 9 1992.
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Fax 071 873 3079.

FT SURVEYS

Data source: Professional Investment Community 1991 (MPG Int'l)

UK COMPANY NEWS

Redland's management record under fire in new line of defence
Steelley attacks the German angle

By Jane Fuller

STEETLEY, the building materials group fighting a £630m hostile bid, yesterday launched an attack on Redland aimed at undermining faith in its assailant's management record and overseas expansion. It accused Redland of being too dependent on Germany, of making "a costly mistake" in plasterboard and of needing Steelley to ease tax problems. The arguments were set out in a document urging shareholders to reject the bid, following Redland's reopening of hostilities on Wednesday.

Redland's German profits have helped to cushion it against the effects of UK recession. However, Mr Richard Miles, Steelley's managing director, said Redland now looked over-dependent on Braas, the German roof tile

company, which last year was thought to have contributed nearly half of group operating profits. Because Redland only owned 51 per cent of Braas, it had limited control over both cash flow and the board. The outlook in Germany had, in any case, deteriorated because of slower growth and increased competition. Steelley accused Redland of issuing a flood of paper. Mr Miles said if the all-share bid succeeded and the new paper were added to last year's 1-for-5 rights issue, the group's equity would be increased by 72 per cent compared with this time last year. He said that the March rights issue price had been 510p, while the underwriting of new shares for the bid had

been done in part at 410p. The issuing of more shares while UK profits had been falling had aggravated the ACT problem. Acquiring Steelley would not provide a complete cure, he pointed out. As for plasterboard, where Redland owns a minority stake in a joint venture, Steelley estimated that Redland had lost £50m through its foray into this market. Mr Miles said of the document "It blasts holes in the carefully manipulated myth that Redland are good managers."

Mr Gerald Corbett, Redland's finance director, retorted that Steelley's "profits have collapsed, their gearing is high, their dividend is uncovered and their joint venture with Tarmac has been referred to

the MMC." Before bid speculation began last November, he said its share price had underperformed the FT-A Building Materials Index by about 25 per cent over 12 months. He said Steelley had not understood how the German company worked and had received the wrong message about the German market, which remained buoyant. The plasterboard episode was largely history and he disputed Steelley's estimate of losses. There had been no flood of paper, last year's rights issue was the first since 1986. And on tax, he said Redland had managed to keep its rate low for 10 years, whereas Steelley's most recent rate was 37 per cent. See Lex

Bespak to spend \$58m expanding US market

By Angus Foster

BESPAK, a maker of specialist aerosol valves for the pharmaceutical industry, plans to increase its presence in the US through the acquisition of Texar Holding Corp, a privately-owned moulder of plastic medical components, for \$58m (£33.1m).

The takeover will be funded via a 3-for-8 rights issue, the second in less than a year, at 410p to raise \$25.5m. The rest of the cost will be met through bank borrowings, taking Bespak's borrowings as a proportion of shareholders funds to about 20 per cent.

The shares closed up 3p at 504p.

In the announcement the group also forecast that pre-tax profits for the year to end May would be not less than \$6m, against \$4.2m last time.

The directors intended to recommend a final dividend of 5.5p to lift the year's total from 9p to 14.5p.

Mr Alan Hicks, finance director, said the takeover allowed Bespak to expand its range of products and customers and give it a greater presence in the US. "All the pharmaceutical companies are addressing international markets, and we too need an international perspective," he said.

There might be some cost savings from overlap between Bespak and Texar's North Carolina manufacturing plants.

Products of Texar are mainly used in minimal invasive, or "keyhole", surgery. The company relied on US Surgical, a leader in the field, for more than half its sales in 1991.

Tenax also makes components for devices to treat respiratory problems such as asthma. This fits with Bespak, which is best known for its aerosol valves sold with Glaxo's asthma medications like Ventolin.

In the half year ended December 31 1991 Tenax recorded profits before tax and interest of \$3.5m, compared with \$4.1m previously.

The fall was caused by start up costs on new facilities and slower sales of an anti-nausea gas injector which had sold well to the US military during the Gulf war.

Profits this year are expected to be flat, according to Mr Hicks.

Shell profits depressed by decline in oil prices

By Deborah Hargreaves

SHELL's earnings from exploration and production were depressed by the decline in the oil price last year. For the full year profits from exploration and production fell by \$34m to £14.4m.

The company said it expected its oil production to continue to rise this year, following last year's increase of 10 per cent.

Growth areas were cited as the UK, Gabon, Syria, Malaysia and Colombia.

Gas production rose last year by 8 per cent to 6.56bn cu ft a day. Shell expects sales to increase this year in the UK, Denmark, Malaysia and Australia.

The company experienced a record year in its refining and marketing operations where replacement cost profits rose by more than 40 per cent to £1.62bn from £1.15bn.

Oil product sales increased by 2 per cent over the year and the amount of oil refined rose by 5 per cent to 3.6m barrels a day (b/d), the highest for more than a decade.

Sir Peter Holmes, Shell's chairman, said this year's outlook for the refining business continues to be good since capacity in the Far East market remained tight. But analysts



Sir Peter Holmes: good outlook for the refining business

lysts doubt that 1991's performance can be repeated without the special circumstances of the Gulf war, which caused a large jump in refining margins. The results were hit by the drop in the contribution from its chemicals division, where profits slipped to £23m for the year from £519m in 1990. The group's coal operations also incurred a loss of £33m.

Earnings per share for the year dropped from 39.8p to 24.9p.

The group's capital expenditure rose to £5.5bn, up from £5.9bn in 1990, and Sir Peter said the company would spend another £6.5bn this year.

The fourth quarter showed a sharp drop in group income on a replacement cost basis from £963m to £492m following a decline in the oil price and a loss in the chemicals business.

Yorkshire Chemicals' £11m pleases City

By Angus Foster

SHARES IN Yorkshire Chemicals, the dyes and specialist chemicals group, rose 34p to a record 644p yesterday after the company announced a rise in profits and said sales in 1991 ended "very strongly".

Pre-tax profits improved to £11m (£10.5m), at the top end of City forecasts, on turnover of £92.8m (£91.6m).

Mr Phillip Lowe, chairman and managing director, said: "We've come through two years of very difficult trading conditions, and we are confident we will improve in fundamental terms."

Yorkshire Chemicals, the largest division, reported a slight fall in operating profits to

£8.3m as capacity constraints affected margins. Yorkshire Americas was affected by recession in the US and by expansion costs. But Yorkshire Specialty Products and Yorkshire Australia both increased turnover and operating profits, partly due to acquisitions. Interest charges increased to £1.1m, reflecting borrowings taken on to fund an expansion programme. Gearing, based on net borrowings of about £2m, remained under 5 per cent.

Earnings per share improved to 40.1p (37.8p). A recommended final dividend of 9.75p makes a total for the year of 14.5p (13p). A 1-for-1 scrip issue

is also proposed.

● COMMENT

The market's enthusiasm for Yorkshire's results was more a response to despondency with the rest of the sector. While the outlook for chemical groups remains gloomy, Yorkshire is being rewarded for maintaining sales in niche markets. Whether the shares can go much higher at this stage is more difficult, especially given their almost vertical ascent since late 1990. Analysts' upgraded forecasts for 1992 of £12m-£12.5m put the share on a prospective multiple of 14 which may not be excessive. But capacity constraints at Yorkshire Colours

will remain a problem for most of this year. New facilities will not be commissioned until the second half and will not come fully into play before 1993, presumably in time for a cyclical upturn. Exchange rates remain the other intangible, especially for a company which now derives 82 per cent of sales outside the UK. The risks have decreased since sterling's entry into the ERM, but more than 40 per cent of sales are sensitive to the dollar, either directly through the US or indirectly through Asia. After Yorkshire's £1m loss on exchange movements in 1990, investors need to be sure movements this time are more friendly.

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Acquisitions help lift Fairway 68% to £1.8m

INCLUDING three acquisitions, Fairway (London) lifted sales to £19.8m and pre-tax profit by 68 per cent to £1.7m in 1991. The figures compared with £3.36m and £1.05m respectively.

The group supplies business and computer stationery. It bought GLS, supplier to public-owned schools, educational establishments and councils, Tonbridge Trade Binders, and Systemforms. GLS cost £2.3m and the group raised £6m via a rights issue to meet that cost

and provide working capital. Mr Gordon Waddell, chairman, said overall group results were satisfactory. GLS made a substantial contribution for the seven months, Tonbridge results were creditable, and Hickey's Trade Bindery also performed satisfactorily.

At Fairway Business Forms and Systemforms profits were substantially below last year. Earnings per share rose to 5.14p (4.17p). The final dividend is 2.15p to make 7.29p on the increased capital (3p).

Govett shareholders requisition EGM

By Philip Coggan, Personal Finance Editor

SHAREHOLDERS in Govett Atlantic Investment Trust have requisitioned an Extraordinary General Meeting and called on the managers to present plans to enable shareholders to realise their holdings at net asset value.

ST Partners, a vehicle for American investor Mr Andrew Sheeha, and Buchanan Partners, a London-based investment group, which each hold about 5 per cent of the

equity capital, have requisitioned the meeting. Investors holding a further 14.5 per cent of the equity have agreed to support the motion which calls for the directors to produce "proposals for utilisation or other methods of substantially narrowing the discount".

In January, Govett Atlantic said it was giving consideration to a scheme of capital reconstruction designed to achieve this purpose.

Headline doubled to £1.3m

IN ITS first year as a public company Headline Book Publishing saw pre-tax profit double to £1.3m. The result compared with £637,000 for 1990, and was boosted by a swing from net interest payable to net interest receivable after the flotation last April. At December 31 cash stood at £1.3m.

Earnings per share rose to 9p (6.5p) and the final dividend is 2.5p for a total of 3p.

Sales were up 35 per cent to £11.3m and operating profit

rose 45 per cent to £1.32m. The margin increased from 10.9 per cent to 11.8 per cent principally because overheads were cut to 32.9 per cent of sales.

Mr Tim Hely Hutchinson, managing director, said the substantial sales growth was achieved by the policy of increasing investment in publishing lists. Backlist sales of books published in previous years rose 30 per cent, and continued to build one of the most important elements in the group's longer-term strategy.

Bensons pulled back by potato shortage

Principally because of potato shortages last summer, Bensons Crisps saw pre-tax profit

fall from £1.38m to £1m in the year to November 30 1991. Mr Malcolm Jones, chairman of this USM-quoted company, said the quality of old crop potatoes in June was "extremely poor" and there was a shortage of new crop potatoes in July. The group ran up excess costs of £300,000 through higher prices paid for "spot" potatoes, lower yields, factory standing time and lost sales through limited production.

The pattern of forward purchases for 1992 has been changed to reduce the risk of any recurrence, the chairman stated.

Sales rose to £26.3m (£22m). There was a significant switch in consumer purchasing from standard packs to multipacks,

with their inherent lower margins. In addition, higher priced products suffered under consumer down-trading. Earnings came to 9.8p (12.5p). The final is held at 2.15p for a total of 2.85p (2.75p).

Maiden interim profit at Colorgen

Colorgen, the US-based colour matching specialist traded on the USM, experienced a profitable first half for the first time in its history.

In the six months to December 31 it lifted turnover from \$2.38m to \$3.93m and produced a pre-tax profit of \$83,000 (£47,500). The loss in the corresponding half was \$332,000. Earnings per share were 0.5 cents (losses of 22 cents).

Mr John O'Brien, chairman, said trading continued to improve despite difficult conditions in the coatings industry. The installed base of products was expanding with existing and new customers in North America and Europe. The second half had begun well.

Throgmorton Trust asset value up 20%

Net asset value of The Throgmorton Trust, after deducting prior charges at per amounting to 70.2p per share at November 30, an advance of 20 per cent over the year.

Net revenue dipped to £7.44m (£7.51m) for earnings of 2.85p (2.89p) per share. A final dividend of 1.4p is recommended, lifting the total for the year to 2.3p (2.15p).

Sir Ian Stewart, chairman, said progress had been made in disengaging from investments in trading subsidiaries to return the trust to its traditional role of investing in smaller listed companies.

Gloomy SWP falls to just £31,000

The slowdown at SWP Group, which serves the construction industry, continued and first half profits fell from £520,000 to £31,000 pre-tax.

Mr Robert Stickings, executive chairman, said as far as the group was concerned the recession was most severe in the metalwork businesses which serve the commercial and industrial markets.

Those markets continued to decline and were not expected to show any recovery in 1992, he added.

The group's makes timber components, spiral staircases and architectural metalwork

and balustrading. The recent acquisition of Industrial Metal Products moved it into the field of energy efficient industrial and commercial lighting.

Group turnover fell to £3.65m (£5.21m) and operating profit to £98,000 (£557,000). Earnings per share worked through at 0.1p (1.4p).

Sullivan has 10.15% stake in Bristol Post

Mr David Sullivan, proprietor of The Sunday Sport, has increased his stake in the Bristol Evening Post to 10.15 per cent, through the purchase of 25,000 shares.

Mr Sullivan, once the owner of Britain's biggest chain of sex shops, has been stalking the Post for some two years in the hope of using it as a base from which to launch a middle-market national daily paper.

So far his efforts have yielded a snub from the



David Sullivan: stalking the Post for two years

Fleming Enterprise net assets slip

Fleming Enterprise Investment Trust's net asset value per share was marginally lower at 169.6p on December 31 compared with 180.3p a year earlier and 165.8p at the June 30 year end.

Net revenue for the period was £1.12m compared with £1.16m and earnings were 2.79p against 2.9p. The interim dividend has been raised from 1.2p to 1.3p per share; last year's total was 4.3p.

Exploration Co and El Oro decline

The Exploration Company, the principal activity of which is dealing in investments and which owns about 45 per cent

of El Oro Mining and Exploration, reported a 22 per cent fall from £3.18m to £2.47m in pre-tax profits for the 1991 year.

Earnings per share were 14.15p (18.25p) and the dividend is maintained at 12p.

El Oro, which now holds just over 6 per cent of the Exploration Company, also incurred a setback in pre-tax profits for the same 12 months, from £2.5m to £1.97m. The dividend is a repeated 24p from earnings of 30.37p (37.89p).

GR (Holdings) sinks to £0.4m

Pre-tax profits of GR (Holdings) slumped from £762,000 to £414,000 in the half year to December 31 1991.

Turnover was slightly lower at £3.45m, against £3.55m. The group runs Grayshort Hall health centre, deals in property and investments, and processes and merchants sheepskins.

Earnings per share were halved to 1.5p (3.1p). The interim dividend is again 0.4p but is accompanied this time by a special 25p payment.

Setback for Dublin glass manufacturer

Ardagh, the Dublin-based glass manufacturer, incurred its first setback in many years with a fall from 122.35p to 102.1m (£1.96m) in taxable profits for the 26 weeks to December 24.

The result was struck on turnover little changed at £17.3m compared with £17.4m last time.

Mr R. Ian Morrison, chairman, said that economic recovery worldwide was proving more elusive than originally predicted and was tending to have an adverse impact on the performance of the glass industry throughout Europe.

The interim dividend has been maintained at 0.725p from earnings of 5.89p (5.89p).

River & Merc income assets up

River and Mercantile Trust reported increases in the net asset values of its stepped preference shares - from 121.55p to 127.63p - and its income shares - from 58.87p to 63.18p but there was a fall from 121.57p to 117.3p in the asset value of the capital shares.

Net revenue for the year to December 31 was £6.91m against £6.65m. A final dividend of 3.88p maintains the total at 8.49p on the increased capital. Earnings per income share rose from 8.5p to 8.51p.

Ward £14m in red following exceptionals

By Roland Rudd

Ward Holdings, the Kent-based housebuilder and property group, yesterday said the poor state of the housebuilding market had contributed to a pre-tax loss of £14m for the year to October 31.

The deficit, which compared with profits of £3.93m last year, included £12.2m of exceptional charges, relating to a write-down in the value of the land bank.

Losses per share were 13.3p (earnings 4.7p); the final dividend is passed leaving a total of 0.5p (2.8p). Turnover fell from £35.4m to £32.9m.

Expectations of a housing recovery which never materialised adversely affected the group.

The house construction division was worst hit, incurring a loss before exceptionals of £3.98m (profit £1m).

The exceptional number of house repossession in the south-east, together with rising white collar unemployment, continued to overshadow the market.

Better news came from the property investment and commercial development business which remained in the black, reporting a decline in operating profits to £2m (£3.52m).

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corresponding dividend	Total for year	Total last year
Ardagh	0.725p	Mar 27	0.725	2.75	3
Bensons Crisps	2.15	Apr 23	2.15	2.85	2.75
El Oro Mining	12	Apr 3	24	24	24
Exploration Co	12	Apr 3	12	12	12
Fairway (Ldn)	2.15	Apr 3	2	3.15p	3
Fleming Enterprise	1.3	May 1	1.2	-	4.3
Glaxo	68	May 1	4.25	-	14
GR (Holdings)	25.4p	Mar 19	0.4	-	2.15
Headline Book	2.5	May 15	-	3	-
Int Tel Guarney	1.84p	May 7	1.85	2.55	2.35
Provident Fin	16.5p	Apr 24	15.5	25	23.5
River & Mercantile	3.88p	Apr 9	3.88	8.48	8.48
Shell Transport	12	May 18	11.7	20.9	20.1
Smaller Cos Ltd	1.3	Apr 24	0.7	2.5	0.7
Throgmorton Trst	1.4	Apr 3	1.25	2.3	2.15
Ward Holdings	0.5p	Mar 1	2.1	0.5	2.5
Yorkshire Chemicals	9.75	Apr 10	9	14.5	13.5

Dividends shown pence per share net except where otherwise stated. *Gross. †On capital. ‡Increased by rights and/or acquisition issues. §USM stock. *Scrip option. †Includes 25p special. ‡Irish currency.

NOTICE OF REDEMPTION

BERGEN BANK
Bergen Bank A/S
Yen 5,000,000,000
6 per cent. Notes due 1994

NOTICE IS HEREBY GIVEN that pursuant to Condition 6 (g) of the Terms and Conditions of the Notes, Bergen Bank A/S will redeem at par the Notes as follows:

The redemption amount per Note: Yen 100,000,000

The redemption date: 28 February, 1992

The Industrial Bank of Japan, Limited as Calculation Agent

Currency Fax - FREE 2 week trial

from Chart Analysis Ltd
75 Abchurch Lane, London EC4N 3DF, UK
Tel: 071-232 3174
Fax: 071-439 6556

ANNOUNCEMENT

THE MALAYSIA CAPITAL FUND LIMITED

"The Directors of The Malaysia Capital Fund Limited announce that the Resolutions relating to the proposed share repurchase programme put to Shareholders and Warrant-holders respectively at the meetings held on 17th February 1992 were not passed."

KNP is one of Europe's largest producers of paper and packaging materials.

It consists of three divisions and a number of associated companies

and joint ventures with

a total turnover of approximately 5 billion guilders.

Notification of interest

In accordance with the Dutch Notification of Interest in Publicly Quoted Companies Act, Koninklijke Nederlandse Papierfabrieken N.V. (KNP) of Maastricht and Naarden, the Netherlands hereby gives notice that the following:

- (1) MacMillan Bloedel Limited, 925 West Georgia Street, Vancouver, British Columbia, Canada, V6C 3L2
- (2) AMEV/VSB 1990 N.V., Archimedealaan 10, 3584 BA Utrecht, the Netherlands
- (3) Aggro N.V., Marijkeplein 50, 2591 TV The Hague, the Netherlands
- (4) Creditanstalt-Bankverein, Schottengasse 6, Wien, A-1011 Austria

have notified KNP that their separate individual interests in KNP are made up as follows:

	MacMillan Bloedel Limited	AMEV/VSB 1990 N.V.	Aggro N.V.	Creditanstalt-Bankverein
Percentage of capital interest	33.66%	6.05%	5.22%	5.13%
Indirect percentage	33.66%	6.05%	5.22%	5.13%
Potential percentage	0%	0%	0%	0%
Percentage of votes	33.66%	6.05%	5.22%	5.13%
Indirect percentage	33.66%	6.05%	5.22%	5.13%
Potential percentage	0%	0%	0%	0%

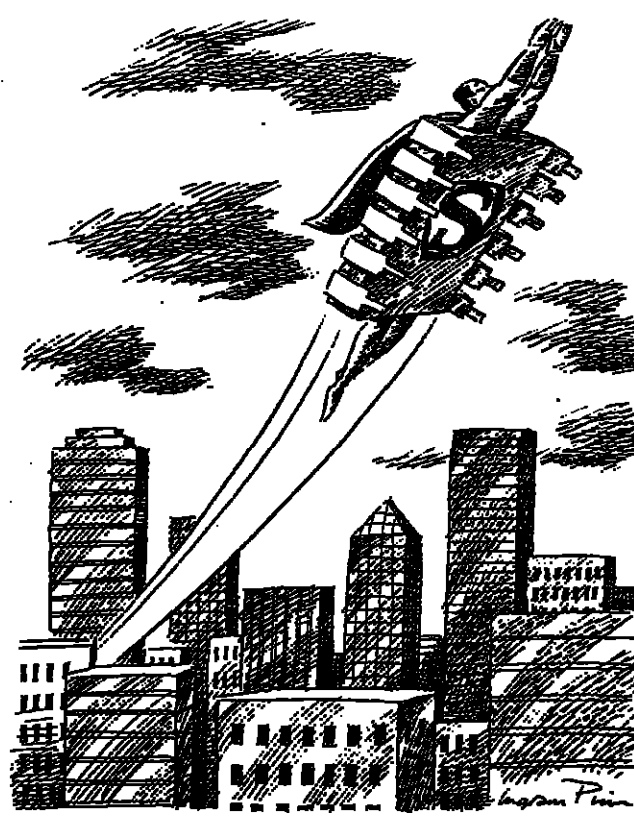
Naarden, 21st February 1992

KNP KONINKLIJKE NEDERLANDSE PAPIERFABRIEKEN N.V.

TECHNOLOGY

Louise Kehoe describes the race to build more powerful computers at cheaper prices

Faster than a speeding chip



A new generation of microprocessors that promises to improve the speed and performance of computers was unveiled in San Francisco this week.

Digital Equipment, Hewlett-Packard and Sun Microsystems each described "superchip" devices upon which they will base their future products. These super chips will be the engines of tomorrow's computers and will determine the fortunes of some of the world's leading computer companies.

Used alone, they will power workstations that bring the performance of a supercomputer to the desktop. Banded into groups for "multiprocessor" systems they will be used to create machines that will usurp traditional minicomputer, mainframe and supercomputer designs by reducing the cost of computer power.

With the launch of the Alpha chip Digital is also adopting new business strategies. In a break from past practice, the company will license the design to chip makers for sale to other computer companies. It will license Alpha software and it required provide support services to companies designing Alpha-based systems.

Already, Cray Research, the leading supercomputer manufacturer, has said that it will use the Alpha chip to build a "massively parallel" supercomputer - which will process thousands of instructions simultaneously. Next week, Digital is expected to announce another licensing arrangement with a computer company that will build Alpha computers.

While Digital's Alpha chip is a new computer architecture, HP has applied superchip techniques to accelerate the performance of the PA-Risc microprocessor design that it uses in workstations and multiprocessor minicomputers.

The HP chip will boost computer system performance by more than 50 per cent, the company claims. HP has working prototypes of computers based on the chip in its development facilities and plans to introduce them before the end of the year.

For Sun Microsystems, however, applying superchip technology to its existing Sparc microprocessor has proven to be a challenge. Unlike Digital and HP, Sun does not have in-house semiconductor manufacturing facilities.

Sun has been working with Texas Instruments to implement the superchip version of its Sparc Risc microprocessor. The SuperSparc represents a critical development for Sun, which is trailing competitors

HP and IBM in terms of workstation performance.

The performance of Sun's SuperSparc is expected to be about 85 mips, well below that of Digital's and HP's new devices. It may also, however, be cheaper to produce.

Despite its slower speed, the new Sparc chip is ensured a leading role among this new generation of microprocessors. Sun, ICL and other Sun partners have announced plans to market computers based upon the SuperSparc chip this year. IBM is already one lap ahead in the microprocessor speed race with its "Power" microprocessor architecture, used in the RS/6000 range of workstations. IBM is now believed to be

developing several versions of the "Power" chip including low-cost models for use in PCs and high-performance versions that will continue its challenge in the workstation market.

Nor can Intel, the microprocessor market leader, be counted out of the race. The chip maker is preparing to launch a version of its "x86" microprocessor family later this year based upon a superchip design with performance of close to 100 mips.

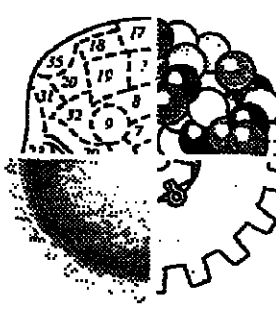
While the microprocessor chips described this week by US companies are destined to become the powerhouses of the computer industry, two of Japan's electronics giants, Hitachi and Fujitsu, provided a glimpse of the types of microprocessor chips that can be expected in the next century.

Hitachi described an experimental microprocessor that is capable of processing one thousand instructions per second. Fujitsu unveiled what it calls a "single chip supercomputer". The Fujitsu device is designed to work next to a standard microprocessor acting as an accelerator to enable even a standard PC to achieve supercomputer processing speed.

Add-on circuit boards containing the chip will be on the market by the end of the year, according to the company.

The impact of this new generation of chips upon the cost of computer power will be striking. "The trend is really frightening," declares Roelands.

"Before long you will be able to buy desktop supercomputers for \$10,000. Today, supercomputers sell for millions of dollars. The speed of superchip microprocessors also raises the question of what computer users will do with so much computing power. "These devices will bring speech processing, image processing and artificial intelligence applications within the reach of most computer users," Roelands predicts. He also suggests that with faster response times computers will raise office productivity by eliminating the delays that interrupt workers.



WORTH WATCHING

by Della Bradshaw

Single market is fast approaching

MOST British companies are aware of the single European market. But many are unaware of exactly how it will affect their business.

National Westminster Bank is now giving a hand with Phoros, a program designed to run on IBM-compatible personal computers. Once the floppy disks are inserted into the machine the software can be used to select information that is relevant to that company's business.

Developed by the bank in conjunction with Ernst & Young and the Confederation of British Industry, the software asks the user questions about his or her company - products, suppliers, customers and so on. Using expert systems technology the software then provides advice about how the single market will affect customers and products.

The software helps customers to identify the main questions they need to ask and then gives some sources of advice. Phoros is available free of charge, although updates to the software - planned at two a year - will include a fee.

In defence of the neem tree

THE neem tree, a native of India and Burma and a cousin to the mahogany, could provide third world countries with everything from pesticides to contraceptives, as well as providing the means to reforestation in the tropics.

different species in all as well as mites, fungi and bacteria. But it is non-toxic to humans and other animals.

Combined with its antiseptic and antifungal activities, this makes the neem tree ideal for products such as pesticides as well as toothbrushes, soap and oil, says the report. Neem: A Tree for Solving Global Problems. Because the oil of the neem is a strong spermicide, it could also be used in contraceptives.

Smart card takes charge of meter

EVEN THE traditional British gas meter looks set to be replaced by a high-tech alternative.

British Gas, together with Landis & Gyr Energy Management, of Telford, has developed a smart card system, called Quantum, which is now on trial and looks set to replace the coin meter.

To use the system the gas consumer takes his or her gas card along to their local newsagent or convenience store where the shopkeeper credits gas on to the card using a special counter-top charging unit - a minimum of £1 or a maximum of £3 can be put on the card. Information from the newsagent is collected by the British Gas regional accounting centre over the phone network on a daily basis.

By inserting his or her gas card in the "slot", the gas user can see the amount of gas credited on a liquid crystal display incorporated into the unit. As gas is used, the amount credited drops.

Software goes multinational

THE multinational company that wants to standardise on a single software package faces an enormous language problem. A language written in English will be easy to use in the US or UK but employees in Germany or Saudi Arabia may have problems.

To help alleviate this Seagull Business Software, of the Netherlands, has developed the Translating Tool (TTT) which enables the company to translate between most languages. These include Hebrew, Arabic and Farsi.

To do this TTT, sold in the UK by Solution One, of Tewkesbury, extracts text from software written for mainframes or minicomputers

and transfers it to a PC. The human translator then types over the words or phrases in the new language. TTT integrates the new text into the original software.

Optical disc doubles data

HOW do you cram more data on your optical disc? The answer could be a technique developed by Toshiba in Japan which, the company says, more than doubles the data recording density of today's optical disc-based recording systems.

Using a visible red laser diode, made from indium gallium aluminium phosphide (InGaAlP), researchers have managed to squeeze 72 megabytes of data - enough to record some 14m words of text - on to one square inch of disc space. The laser operates at the relatively short wavelength of 690 nanometres which produces a smaller beam size and so allows data to be recorded at a higher density.

Sound around the houses

A SOUND system, which updates today's two-speaker stereo sound by giving the impression that music is coming from all around, has long been promised. Now Perfect Pitch, of London, has developed a system called Omnicore, which, it believes, will bring such a technique within the price range of smaller recording studios.

The technique requires the home stereo user to buy no extra equipment. Instead, a piece of studio equipment, incorporated at the mixing stage, filters the sound by reflecting it off an electronic circuit. This fools the ear of the listener, when playing the music at home, into thinking that it is emerging from in front, behind and from each side - rather than from the two speakers.

Using these psycho-acoustic techniques Perfect Pitch has been able to produce its equipment, which is marketed by Select Systems, of Hanworth, Middlesex, for £3,500.

Contact: National Westminster Bank UK, 0171 531 1465. National Research Council, US, 202 334 2000. British Gas, UK, 011 218 3507. Seagull Business Software, Netherlands, 78 12 18 88. UK, 0148 1948. Solution One, UK, 0242 030078. Toshiba, Japan, 03 5457 4511. Select Systems, UK, 017 888 8822.

CONTRACTS & TENDERS

C.A.P.

The Argentine Corporation of Meat Producers calls for a National and International Public Tender

for the sale of its cold-storage plant "CAP-Quateros", located in Gral. Daniel Cerri, Bahia Blanca, Province of Buenos Aires, Argentine Republic, with all its inventories, approximately 1,900 hectares of surrounding lands and all its registered trademarks, within the country and abroad.

New opening date for offers: Offers must be submitted until March 17th, 92, 12:00 hours, at the Argentine Corporation of Meat Producers (C.A.P.)'s main office, located at Avda. Cordoba 883, 12th floor, (1054) Buenos Aires, Argentina, Phone: (54-1) 312-7991/5683, Fax: (54-1) 312-3714, Trx 21154 CAP AR.

Cost of tender specifications: \$5,000.- or US\$ 5,000.-

Tender specifications are sold at CAP's main office, from 12:00 to 17:00 hours.

COMPANY NOTICES

GENERAL MOTORS CORPORATION

NOTICE IS HEREBY GIVEN that resulting from the corporation's declaration of a dividend of \$0.40 (gross) per share of the common stock of the corporation payable on the 10th March 1992 there will become due in respect of the bearer depositary receipts in gross distribution of 2.00 cents per unit. The depositary will give further notice of the sterling equivalent of the net distribution per unit payable on and after the 16th March 1992.

All claims must be accompanied by a completed claim form and USA tax declaration obtainable from the depositary. Claimants other than UK banks and members of the Stock Exchange must lodge their bearer depositary receipts for marking. Postal claims cannot be accepted. The Corporation's annual report for 1991 will be available upon application to the depositary named below.

Bardays Bank PLC
Stock Exchange Services Department
1558 Fenchurch Street, London EC3P 3HP

Insolvency Act 1986 s4(1)(a)
Insolvency (Amendment) Rules 1987 3.2
Form A1

Notice of appointment of Joint Administrative Receivers

M G LIFTING GEAR SERVICES LIMITED

Registered number: 2291885. Trading name: Bramcote Materials Handling Engineers. Midland Lifting Services. Nature of business: Lifting Gear Specialists. Trade classification: 23. Date of appointment of joint administrative receivers: 18 February 1992 at 10.00 am for the purpose of receiving an account of the liquidator's act and dealings and of the conduct of the winding up to date.

Dated this 18th day of February 1992

P F M SENEWELL Liquidator

NOTICE IS HEREBY GIVEN pursuant to Section 894 of the Companies Act 1985, that a GENERAL MEETING of the CREDITORS of the above named company will be held at the offices of Coopers & Lybrand Deloitte, Shetley House, 3 Noble Street, London EC2V 7DQ on Friday 20 March 1992 at 10.30 am for the purpose of receiving an account of the liquidator's act and dealings and of the conduct of the winding up to date.

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COMPANY NOTICES

NEW KLEINFONTEIN PROPERTIES LIMITED
(Incorporated in South Africa)
Reg. No. 01/0085406

INTERIM REPORT

The unaudited results of the Group's operations for the six months ended 31 December 1991 are as follows:

	Six Months ended 31 Dec 1991	Six Months ended 31 Dec 1990	Year ended 31 Dec 1990
Income Statement			
Revenue	2,125.91	2,125.90	20,651
Turnover	4,727	3,586	8,729
Operating income	2,484	2,382	5,761
Dividends received	72	126	252
Taxation	2,556	2,506	6,013
Net income after taxation	1,118	1,182	2,311
Associated companies	1,368	1,323	3,702
Income before extraordinary item	45	-	(195)
Boundary line	1,413	1,323	3,507
Income attributable to ordinary members	1,413	1,323	3,507
Residual income (cents)	76.2	65.8	174.5
Dividend cover	14.9	16.0	62.0
Dividend cover	4.4	4.1	2.8

COMMENTS: The group's profit in 1991 together with dividend, commercial and residential townships situated on the East Rand accounted for most of the property sales which took place in the period under review.

Although turnover in the period under review increased by 32% when compared with the same period in 1990, lower profit margins meant that this sharp increase was not evident on the operating income level. Operating income for the six months ended 31 December 1991 at R2,484 million represents an improvement of 4.3% over the corresponding period in 1990. Operating income attributable to shareholders has improved marginally, when compared with the first half of the previous financial year, from R1,323 million in 1990 to R1,413 million in 1991. Shareholders per share have shown a corresponding increase from 65.8 cents per share to 76.2 cents per share. The interim dividend has been maintained at the 1990 level of 16 cents per share in view of the severe economic conditions prevailing in property.

The group expects trading conditions to deteriorate for at least the next nine months and accordingly results for the full financial year are not expected to reach the levels achieved in 1991.

Proposals are under consideration to convert New Kleinfontein Properties Limited (NKPL) into a variable rate loan stock company. Should these proposals be implemented, they could have a positive effect on the price of NKPL's ordinary shares.

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Fall in US wheat sowing may lead to spring surge

By Nancy Dunne in Washington

AN UNEXPECTED decline in the acreage of US farmland planted with winter wheat might encourage farmers to increase their planting of spring wheat, a US Agriculture Department economist said yesterday.

The drop in winter wheat acreage to 30.2 million acres, along with tight US stocks, has helped boost wheat prices in recent weeks. Instead of the 4 to 5 per cent increase in wheat seedings the industry had predicted this year as a result of a steep reduction in the 1991 US acreage set-aside programme, farmers created a stir in the commodity markets by reporting a 1.8 per cent decline in planted acreage.

"Because prices have gone so high, we can expect higher planting of spring wheat," the USDA economist said. "There could be late planting of winter wheat in places like Kansas, which may not be high yielding but could have a little effect on supply."

Wheat farmers in Texas and parts of Oklahoma, who often use their wheat acreage for grazing or haymaking, may be encouraged by the high prices to harvest it, thus adding further to wheat supplies.

Cargill, the giant US grain house, is attributing the decline in winter wheat acreage to the US farm programme. "Where is all the land that was in production in the early 1980s," it asked in its recent bulletin. "In some cases, it sits idle... the Conservation Reserve Program has locked up

35m acres, making them unavailable for planting at nearly any price. The reduction - nearly 11m acres once devoted to wheat - simply means the US productive base is significantly smaller, capped at current levels."

According to Cargill, USDA "tinkering" with set-asides has disrupted US supplies, jeopardised market reliability and interfered with the few remaining price signals that come from the market rather than the government."

Other farm organisations have differing explanations. An official for the Family Farm Coalition said many farmers had difficulty borrowing operating capital others had been going out of farming without selling their land.

The USDA, in a report still to be released, attributed some of the decline in planted wheat acreage to the "flexibility" provision in the 1990 farm legislation, which allows farmers to plant whatever crop they want on 15 per cent of their land and still receive production subsidies. However, because they get no payment on that 15 per cent, they may have decided to leave it fallow.

Planting of soft red wheat dropped 7 per cent. According to USDA, producers have had such poor yields and quality problems in recent years that they may have decided not to bother planting wheat this year. Dry weather in the hard red winter wheat areas could have also discouraged production.

Disruption threat averted in German gas supply row

By Quentin Peel in Bonn

THE THREAT of disruption to natural gas supplies in east Germany from the former Soviet Union has been averted, thanks to a temporary - and secret - agreement between suppliers and distributors.

The conflict involved the demand by Gasprom, the Russian gas exporter, and Wintershall, its German partner, for a big increase in the delivery price of some 2.5m cubic meters of gas - roughly half east Germany's consumption.

Agreement was reached in the wings of the first German-Russian co-operation council which met in Bonn this week, between Gasprom and Wintershall (a subsidiary of BASF), on the one hand, and Verbundnetz Gas (VNG), the major east German distributor, and its principal shareholder, Ruhrgas, on the other.

It is understood that the agreement will be valid for the rest of 1992, with a more permanent contract to be worked out. Wintershall had threatened to suspend gas deliveries from the beginning of March.

Wintershall and Gasprom, through their joint gas trading house WIGW had sought an increase in the gas delivery price to 1.94 pfennigs per kWh, compared with a price of 1.65 pfennigs offered by VNG, according to its previous (East German) contract. VNG and Ruhrgas claimed that the lower price was valid for all West European customers, and objected to paying more.

Mr Klaus-Ewald Holst, chief executive of VNG, said he was now ready "to conclude a long-term natural gas contract with Wintershall/Gasprom on normal market conditions".

Canada to ask EC to curb trawler catches

By Bernard Simon in Toronto

CANADA IS dispatching a senior diplomat and a team of scientists to Brussels next week to protest against a vast increase in the amount of fish caught by Spanish and Portuguese trawlers in the north-west Atlantic.

The mission will coincide with the expected announcement of a drastic cut in northern cod quotas for the domestic fishery following an alarming drop in the catch within Canada's 200-mile fishing zone.

The dwindling catch forced Newfoundland's biggest fish processing company, Fishery Products International, to close one of its processing plants last week, putting 1,000 people out of work.

Mr John Croshaw, the fisheries minister, said that Canada would ask the European Community to respect a moratorium on cod fishing outside the 200-mile limit. During a special debate in Parliament on Wednesday, opposition MPs also urged the government to extend unilaterally Canada's fishing zone.

Canada estimates that Portuguese, Spanish and Panamanian-flagged vessels caught 45,000 to 50,000 tonnes of cod outside the 200-mile limit last year, more than double the 1990 catch of 22,000 tonnes.

The government is concerned that the spirit of understanding and compromise that marked discussions with the EC early last year appears to have evaporated. "The Commission, faced with choices, is choosing to do very little," one official said yesterday.

Concern about fish stocks centres on an area stretching northward from the south-east coast of Newfoundland to about halfway up the coast of Labrador. Commercial and scientific evidence began appearing last autumn of shortages in the northern part of that area, as well as a sudden drop in the proportion of older fish.

A scientific advisory committee has urged the government to cut the northern cod catch in the first half of this year to 25,000 tonnes from 50,000 tonnes in the first six months of 1991. The entire catch for last year of 127,000 tonnes fell well below the quota of 190,000 tonnes.

The government has previously been reluctant to order a heavy cut in quotas in order to minimise the short-term damage to economic activity in Newfoundland, which is Canada's poorest province. There now appears to be a widespread realisation that the long-term health of the fishery requires immediate measures to allow stocks to recover.

Big Bell strikes a minor chord for owners

Kenneth Gooding on why production prospects for the mine have been downgraded

EXASPERATED MINERS who have tried to make money out of the Big Bell mine in Western Australia discovered too late that it has an ore body so pervasive, untraceable and unique that they never should have tried to extract its gold.

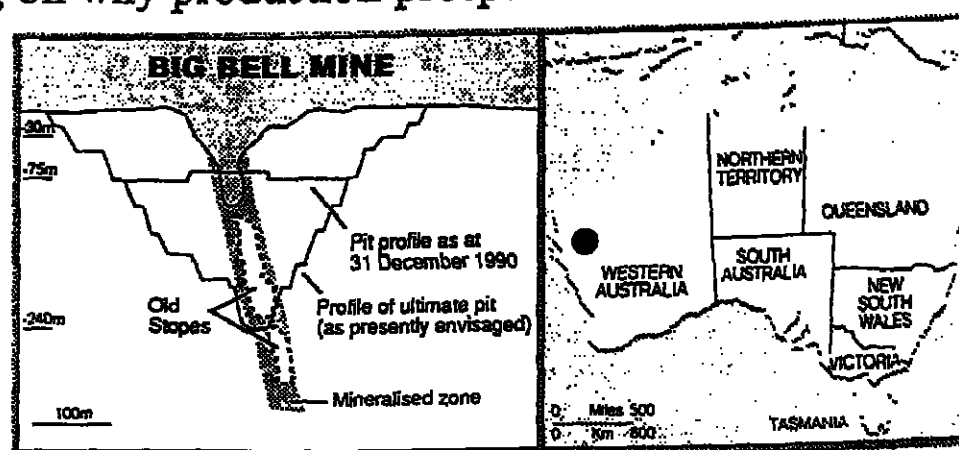
Placer Pacific, the mine operator, believes it has solved most of the problems but admits that Big Bell is unlikely to recover the \$145m invested in it at the end of the 1990s.

Big Bell is testimony to the old adage: "Mining is a risky business and nothing can be proven until it is mined."

Sportingly, Placer Dome, Canada's highest gold-mining group which owns 75.8 per cent of Placer Pacific, has described Big Bell's horrors in its latest in-house magazine Prospect.

The mine is located 540 km (335 miles) north-east of Perth and 28 km north-west of Oso in the Murchison Goldfields. Joint ventures, Placer and A.C.M. Gold, started mining in February 1989 in an orthodox open pit operation, the type familiar to mining engineers the world over.

Exploration drilling in the usual way had determined the grade (the amount by mass of metal or mineral in an ore) and limits of the ore body and a mining plan was developed. "With the benefit of hindsight, we should have analysed not only the ore body but the waste as well to see what we were up against," Prospect said. "Prospect was the mine superintendent at Big Bell, but recently transferred to the



group's Gibraltar mine in British Columbia.

Big Bell's waste proved to be extremely hard and abrasive and drill penetration was too low to keep up with the expected mining rate.

Another nasty surprise was that the contact between waste and ore was sudden, erratic and unpredictable. In many ore bodies the grade varies by gradual increments from lower to higher values. At Big Bell ore and waste are mixed in an inconsistent jumble.

Placer says it is difficult to get reliable assays, which reveal the gold content, because of the irregular way the gold is disseminated through the rock.

From the moment mining started at Big Bell grades were disappointingly below those predicted and the conventional solution - changing the cut-off grade (the lowest grade of mineralised material considered economic) - was

attempted. But that did not work. And as Mr Neilans recalls: "We found we were stockpiling economic ore. There was no mineable cut-off between economic and sub-economic ore."

"We have found that we have to mill sub-economic ore to avoid throwing out the economic ore with it. There is material that contains grades ranging between the geological and economic cut-off that is inseparable."

If this meant that costs soared to unacceptable levels. In 1990 Big Bell produced more than 11,000 Troy ounces of gold - but at an average cost of US\$504 an ounce. The gold price averaged \$355 that year.

Placer went back to square one and developed a new "life of mine" plan. This will involve reducing the planned depth of the open pit from 315 to 240 metres so that not so

much waste will have to be shifted.

For the life of the open pit, to early 1994, Big Bell is predicted to produce about 115,000 ounces a year. At that stage the joint venture will decide to start underground mining. That would not be worthwhile unless the gold price was likely to stay much higher than it is today.

The new life of mine plan resulted in Placer writing down its investment in Big Bell by nearly \$450m net. (That was after accounting for the sale of surplus equipment, such as five 170-tonne haul trucks.) About 50 of the 250 jobs at the mine were also lost in 1990.

Among other things, the new plan involves the Big Bell pit walls being anchored with stabilisers of cable bolts driven as much as 30 metres deep into them. Although this is not a new method of preventing

walls from falling into a pit. Placer points out that the method has never before been tried in a pit with such steep walls.

In the first half of last year Big Bell's cash cost of production had fallen to \$364 an ounce, still only marginally above the average gold price of \$355 - and the cash cost does not include financing and other charges.

Meanwhile, the mining problems are not yet over.

Big Bell used to be an underground mine. Between 1987 and 1989 about 5.6m tonnes of ore was mined, yielding 655,000 ounces of gold and 219,000 ounces of silver.

Mining the open-pit has exposed the old workings. Placer's huge mechanical shovels have been biting into old iron rails and support timbers. This necessitated another costly step unnecessary in a conventional mine: probe drilling to ensure the ground over which the giant shovels and haul trucks in the pit are travelling is safe.

"Otherwise the heavy machinery might collapse catastrophically into a cavern of old workings," Placer points out.

Undaunted by the Big Bell experience, Placer says: "Every placer has a silver lining. From Placer Dome's point of view the knowledge gained from this mine is like money in the bank."

That must surely remind us of another peculiarity of this business: mining is indeed very risky - but it is an industry which attracts incurable optimists.

Two top palm oil growers expecting bumper crops

MALAYSIA AND Indonesia, the world's top two palm oil growers, are heading for bumper crops this year because of rising yields, officials and analysts say, reports Reuters from Kuala Lumpur.

But traders and refiners warn the production surge could put downward pressure on prices later in the year. Seasonal supply tightness is keeping prices steady at present.

"With the supply push, I guess in the next six months prices will ease somewhat but not a real washout," says Mr Jim Sutter, managing director of Kuala Lumpur-based Kijang, a local oilseed trader.

The Malaysia contract for the local crude palm oil futures market is hovering at RM67 (S190) a tonne, up from RM64 a year ago, added by low stocks and supply tightness.

Traders say Indonesian domestic demand for palm oil is high and exporters have had to defer sales of 15,000 tonnes originally scheduled for shipment from January to March.

The shortage results from

higher exports of Indonesian coconut oil and palm kernel oil and a drought expected to cause a lower-than-anticipated rise in palm oil production.

Analysts expect production in Malaysia and Indonesia to recover sharply from July to post a bumper crop. Meanwhile, Indonesia is buying about 120,000 tonnes of Malaysian palm oil between January and March to meet the shortfall, Mr Sutter says.

"Malaysian production looks very good this year due to higher rainfall and better farm inputs because of recent high prices," explains Mr S.T. Koell, managing director of Malaysia's Grain Seng Futures Trading.

Malaysia's Palm Oil Research Institute has put Malaysia's 1992 output at a record 5.3m tonnes, up from 4.1m in 1991, but some analysts say it could reach 6.5m tonnes.

Indonesian output is expected to rise to 5m tonnes in 1991-2 (April-March) from about 2.4m in 1990-91.

Denmark's hobby farmers may reap benefits of CAP reforms

By Hilary Barnes in Copenhagen

MR RAY MacSharry, the European Community's agricultural commissioner, is not about to become the Robin Hood of Europe - taking from the large, rich farmers and giving to small, poor farmers, according to a report published here.

On the contrary, in Denmark's case the primary beneficiaries of Mr MacSharry's proposed reforms of the EC's common agricultural policy will be those relatively wealthy people who run farms as a hobby, the so-called *hobbyfarmers*, from the towns and they are estimated to account for about half of all Danish farmers.

Mr Niels Groes, head of research at the local government research institute (Antennernes Kommuner Forskningsinstitut) in Copenhagen, who is the author of the report, believes that his findings could be relevant to many

other parts of the European Community as well. He concludes that the effect of the proposed MacSharry reforms will be that "the EC's farm support will go to hobbyfarmers, company directors, postmen, teachers and other part-time farmers. These are not the kind of people who need a hand-out from the EC's coffers."

By a big reduction in the cereals price and through land set-aside programmes, the reforms will have a very serious adverse effect on the large, intensively-operated cereals and dairy farms, however, which means that they will have a second perverse effect. The large farms are found especially in the poorer parts of Denmark, which will thus be made poorer by the effects of the reforms, although Mr MacSharry's intention is that the reforms should benefit poorer regions.

Instead, support will go to part-time farmers, who are found in the largest numbers around the big cities, such as Copenhagen and the Jutland capital of Aarhus. These part-time farmers, Mr Groes believes, will be able to achieve a substantial improvement in their incomes from land which at the moment they do not in fact cultivate.

"All they will have to do in future is to pretend they are cultivating the land, drive the old Ferguson tractor over the fields when they have the time and the sun in shining and then drive past the bank to draw their subsidy," he says.

The perverse effects to which Mr Groes draws attention arise with Mr MacSharry's proposals for a drastic reduction in cereal prices and the extension of land set-aside programmes, which will be combined with direct subsidies to small farmers.

MARKET REPORT

Coffee prices bounced on the London Futures and Options Exchange yesterday, helped by gains in the New York market, where the smaller than expected number of first day notices for physical deliveries against the expiring March position prompted short covering and helped to narrow nearby discounts. But London dealers thought the rally, which took the May robustas position up \$14 to \$663 a tonne, still down \$25 on the week, was likely to be short-lived as plentiful supplies were available. On the London Metal Exchange the slide in aluminium prices was resumed after short-covering prompted an early rally. The cash position

closed at \$1,265.50 a tonne, taking the fall on the week to \$30.50 a tonne. Nickel prices rallied in the afternoon but still finished marginally lower on the day. Dealers said the rally, which followed early falls on commission house selling, was encouraged by talk of possible Chinese buying interest. The copper market recovered some of Wednesday's fall and the cash quotation closed \$2 up at \$1,282 a tonne, helped by gains in New York. Dealers said the market seemed poised for another attempt at breaking upward resistance around \$2,230 a tonne for three months metal, about \$2 above yesterday's close.

Compiled from Reuters

SUGAR - London FOEX (\$ per tonne)			
	Close	Previous	High/Low
Mar	180.40	180.00	180.00 180.40
May	180.40	180.00	180.00 180.40
Jul	180.40	180.00	180.00 180.40
Sep	180.40	180.00	180.00 180.40
Nov	180.40	180.00	180.00 180.40
Dec	180.40	180.00	180.00 180.40
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Mar	180.40	180.00	180.00 180.40
Apr	180.40	180.00	180.00 180.40
May	180.40	180.00	180.00 180.40
Jun	180.40	180.00	180.00 180.40
Jul	180.40	180.00	180.00 180.40
Aug	180.40	180.00	180.00 180.40
Sep	180.40	180.00	180.00 180.40
Oct	180.40	180.00	180.00 180.40
Nov	180.40	180.00	180.00 180.40
Dec	180.40	180.00	180.00 180.40
Jan	180.40	180.00	180.00 180.40
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Jan	180.40	180.00	180.00 180.40</

LONDON STOCK EXCHANGE

Glaxo and Shell dominate equities

By Terry Byland, UK Stock Market Editor

A HIGHLY erratic trend in the UK stock market yesterday saw share prices close firmly but well below the day's best levels, finally responding to a strong opening to the new Wall Street session.

Trading was dominated by profits statements from Glaxo and Royal Dutch/Shell, as both heavyweight stocks exerted a powerful influence on the FT-SE index, attracting buyers as well as the sellers who drove their respective share prices lower. With BP still the subject of heavy turnover, the last investment institutions clearly had a very busy trading session.

Domestic factors continued to exert a somewhat mixed influence on the stock market. The announcement of a 0.5 per cent fall in UK gross domestic

Account Dealing Dates

Year	Quarter	Due Date	Due Date
1991	Q4	Mar 24	Mar 9
1992	Q1	Mar 24	Mar 9
1992	Q2	Mar 24	Mar 9
1992	Q3	Mar 24	Mar 9
1992	Q4	Mar 24	Mar 9

product in the fourth quarter confirmed the bleakness of the UK recession. But hints from Mr John Major, the UK prime minister, of Budget tax moves and increased government borrowing, encouraged City optimism for base rate cuts ahead of the UK general election.

Wall Street's strength provided a welcome surprise, in view of bearish comments on the US trade figures for December. UK markets remained

vicious of the outlook for equities both in New York and in Tokyo.

London opened strongly, in hot pursuit of the other European stock markets which took a favourable view of firmer performances from Wall Street and Tokyo. However, there was little genuine investment support for a UK market which was waiting for trading statements from Glaxo and Shell.

The early gain of 18 points on the Footsie was quickly reversed as Glaxo fell sharply despite higher interim profits. Investors were upset by signs of poor sales growth for Zantac, the group's high-selling ulcer drug. However, Glaxo shares rallied well when Wall Street opened and US buyers appeared in London.

There was little recovery in

Shell Transport, which gave ground in exceptionally high turnover after announcing sharply lower profits for the final quarter and severely disappointing the market with the dividend payout.

The FT-SE index, down 5.5 at mid-session, rallied as Wall Street opened. With the Dow ahead by 36 points in London trading hours, the FT-SE index closed a net 6.7 up at 2,542.4.

At one time, losses in Shell and Glaxo share prices represented a fall of around 12 points on the Footsie index. The setback in Shell was offset to some extent by heavy switching from Royal Dutch shares.

Leading oils have been sold heavily in London over the past week as first BP and then Shell have disappointed the

market. With both stocks prominent in international fund portfolios, some fund managers are believed to have suffered substantial losses.

Seagull volume rose to 588.8m shares from Wednesday's 561.3m. Yesterday's total was boosted by the activity in Glaxo and Shell, both of which are likely to have contributed significantly to the day's retail, or customer, business in UK equities. On Wednesday, customer business moved up to firm once again, indicating a more profitable level for London securities firms than in the previous week.

Equity strategists were concerned yesterday that London owed so much of its recovery to a US stock market still viewed with caution by London traders.

FINANCIAL TIMES STOCK INDICES

	Feb 20	Feb 19	Feb 18	Feb 17	Feb 16	Year	1991	Low	Since Completion
Government Secs	88.57	88.25	88.47	88.26	88.06	85.72	88.47	82.17	127.40
Fixed Interest	101.40	101.56	101.52	101.23	101.03	94.12	101.56	90.59	105.40
Ordinary Shares	1986.4	1978.3	1983.7	1970.8	1950.9	1844.8	1986.4	1908.3	2108.3
Gold Mines	136.8	135.8	135.9	136.0	141.1	130.2	136.8	130.2	141.1
FT-SE 100 Share	2543.4	2536.7	2553.9	2541.0	2513.9	2312.4	2543.4	2478.8	2678.8
FT-SE 250 Share	1179.07	1172.55	1178.75	1170.10	1162.89	1072.08	1179.07	1162.89	1198.08

Ordinary Share Index	Hourly changes	Day's High	Day's Low	1991	1992
Open	10 am	11 am	12 pm	1 pm	2 pm
1991	1992	1993	1994	1995	1996
1997	1998	1999	2000	2001	2002

London report and latest share index. Tel. 0891 123001. Calls charged at 36p/minute, except 4p/minute at all other times.

Heavy setback in Shell

THE ROUT of the oil sector, triggered by sliding oil prices, and helped on its way by BP's poor results last week, continued yesterday following another disappointing results from Royal Dutch/Shell.

Shell Transport shares weakened 15 to 440p, the lowest closing level since February 1991, on turnover of 31m shares, the highest daily total for more than five years.

Prices were at the bottom end of the market's expectations but it was the dividend decision that prompted the sell-off. The final dividend of 12.2p exceeded some of the most pessimistic forecasts but was below the general consensus of 12.2p to 12.4p.

Analysts moved quickly to reduce their dividend expectations for the current year. Mr Jeremy Hudson at Shearson Lehman shaded his forecast to 21.5p but pointed out that he saw only 5 per cent downside in Shell Transport shares from here. At Carr Kintell & Alkham, Mr Keith Morris, one of the more bullish analysts on Shell ahead of the figures, saw the results as "disappointing but not catastrophic" and pencilled in a 21.7p dividend forecast for this year, describing the shares as a sell.

Strauss Turnbull, among the market's most vociferous bears of oil over the past year, predicted a dividend of 21.6p for the year and said: "The signal from Shell is quite clear; the outlook is poor and getting poorer, we see the stock yielding 40 per cent more than the market, and that points to a share price of 40p."

An oil specialist commented: "Fund managers are now reducing their weightings in oil to neutral and that means there is some more big selling to come."

The big selling of Shell yesterday was accompanied by aggressive switching out of Royal Dutch into Shell and further exceptionally heavy activity in BP. The BP share price stabilised to close 3p firmer at 254p on volume of 33m. Turnover in BP since last Thursday week's figures is just short of 200m shares.

Glaxo volatile

Half-year results from Glaxo yesterday prompted significant volatility in the stock, which saw more than 15m shares

dealt in one of its heaviest daily volumes for at least five years. Just after the market opened, Glaxo shares were up strongly. They firmed further on the announcement of a 41 per cent rise in the dividend. However, the gain was reversed as further consideration of the results, particularly disappointment over sales growth for Zantac, the company's anti-ulcer drug, the shares tumbled almost 60 points from the day's high before they were considered to be oversold.

In the afternoon, light US buying lent support to the stock and the shares picked up slowly to close only 10 off on the day at 816p.

The profit figures appeared to fit in with the views of most financial observers. Cautious houses such as Nomura retained their sell stance, regarding the results as "a bad day for Glaxo". Bullish BZW remained a buyer, believing the declining sales growth for Zantac had been adequately justified by the company.

Expectations for 1992/1993 now vary between £1.55bn and £1.77bn as observers take varying views on the speed of development of Glaxo's three principal new products, Zofran, the most well-established, Servent and Imigran.

Rank sold

Leisure group Rank Organisation dropped 23 to 88p as investors turned bearish ahead of the stock going ex-dividend on Monday. There was also renewed interest in Rank's accounts, published this week, with the group coming under scrutiny at the first of a series of analysts' meetings yesterday.

Rank has surged ahead since its results three weeks ago and

many in the market feel the run had been overdone. Mr Paul Heath at UBS Phillips & Drew said: "There has been some profit-taking on fears that a lot of people may pull out of Rank after banking the dividend next week."

Bank of Finance, the French-owned broker, drew attention to Rank's accounts, analyst Mr Nigel Reid pointing to "the size of the release of the provision on the Mecca acquisition" of some £38m.

Reports that Rank had joined County NatWest in recommending a switch out of Rank and into Ladbroke were denied by Capel Ladbroke was steady at 231p.

More big buying of TSB drove the shares higher to 128p, while vague takeover stories and a broker by note helped Standard Chartered improve 13 more to 449p.

Lloyds, due to reveal preliminary figures today - the market range is from £550m to £700m compared with last time's £591m - hardened to the view that the bank is the only bank in the so-called "big four", comprising Barclays, Lloyds, Midland and NatWest, to lift its dividend.

Provident Financial advanced 17 to 457p after the better-than-expected dividend. The rights issue announced by Germany's Allianz triggered a fresh bout of takeover speculation in Guardian Royal Exchange, up 3 at 123p.

There was evidence of more selling and splitting of the Electricity Package, although the unit price moved up 20 to £2.515.

Enthusiasm from securities house Smith New Court helped Rothmans International to pick up 23 to 1081p. The house reiterated its long-term buy recommendation, citing Rothmans' net cash position, its medium-term opportunities in

the Pacific Rim and eastern Europe and its attractive assets in Dunhill and Cartier. Reuters Holdings gained 13 to 1150p as US buyers absorbed selling in London and securities house Henderson Crosthwaite continued to argue the case for Reuters with clients.

The house published a buy note this week which points out that the stock is on a low cash flow multiple and argues that Reuters' automated trading system Dealing 2000-2 is well ahead of rival products.

Racal Electronics attracted speculative buying, amid revived stories that Tomkins, the conglomerate, may be about to make either a full bid for the electronics group or buy Racal's Chubb division.

There has been intense speculation for a number of weeks, and suggestions that a stakeholder has been operating in Racal, which firmed 25 to 57p on turnover of 7.2m yesterday.

Headline Book Publishing, floated on the stock market last April, moved ahead 12 to 174p after revealing more than doubled profits of £4.3m.

Reports from a conference in Florida that Philip Morris repeated its aim of making acquisitions in Europe renewed bid speculation in Cadbury Schweppes, which put on 3 to 459p.

Rate & Lytle rose 7 to 430p, boosted by dollar strength, and a buy recommendation from Warburg Securities. The broker expects the shares to outperform the market over the next year on above average dividend growth of 12 per cent and the potential approval of a new product, Stralene.

Unilever gained 8 to 955p

Unilever gained 8 to 955p

ahead of next week's results. The company's proposed sale of its low-margin agrichemicals provided support.

In the food retailing sector, Albert Heijn gave up 3 1/2 to 534p following the overnight sale of 1.5m shares at 53p.

Heavy activity continued in Satchel & Satchel, which firmed 15p to 16p with almost 19m shares dealt and US investors said to be keen.

Dealers said the interest had been sparked by a press report highlighting an upturn in spending in the States.

A positive statement from Yorkshire Chemicals and a one-for-one scrip issue prompted the tightly-traded shares to jump 30 to 64p.

US demand lifted British Airways to 787p. Lehman Brothers has placed the stock on its international buy list. Turnover reached 7.4m.

Profit-taking, along with a calmer view of Wednesday's results, left British Aerospace 3 lighter at 300p as turnover reached 5.3m.

MARKET REPORTERS: Christopher Price, Peter John, Colin Williams, Joel Kibazo, Steve Thompson.

Other market statistics, including FT-SE 100, FT-SE 250, FT-SE 1000, and London Traded Options, Page 22.

TRADING VOLUME IN MAJOR STOCKS

Share	Change	Vol	Share	Change	Vol	Share	Change	Vol	Share	Change	Vol
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100

Based on the trading volume for a selection of Alpha securities dealt through the SEAG system on Tuesday until 4.30pm. Trades of one million or more are rounded down.

EQUITY FUTURES AND OPTIONS TRADING

A BRIGHT start to the stock index futures was soon reversed by disappointing corporate results and volatile trading, wrote Christopher Price and Joel Kibazo. March opened strongly at 2,564 on the back of a firm Wall Street overnight and improved performance by Tokyo; by 5am it had moved swiftly to its high point of the day at 2,572. However, figures from Shell knocked March sharply, and it reached its low point of the day at 2,545 by 11am.

However, positive sentiment from the other European bourses began to rub off on the London market after midday and the FT-SE futures began a slow recovery. In spite of a lackluster start, Wall Street picked up and March followed suit, ending the day at 2,564, up 14 on the previous session, and some 11 points above its estimated fair value premium to cash of about 10. Turnover reached 6,422 lots.

In the L700M, traders reported a "directionless" session with turnover reaching 23,112 contracts. The FT-SE index option traded 6,824 lots. Glaxo was the day's busiest stock option, trading 4,330 contracts with the March 600 calls the busiest series. This was followed by BTR with a day's total of 2,678 lots.

LONDON SHARE SERVICE

Share	Change	Vol	Share	Change	Vol	Share	Change	Vol	Share	Change	Vol
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100

OTHER FIXED INTEREST

Share	Change	Vol	Share	Change	Vol	Share	Change	Vol	Share	Change	Vol
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100
ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100	ADT Group	+0.05	100

RPC chairman

RPC Containers, the rigid plastics packaging company that has had four different owners in as many years, has chosen Lindsay Mackinlay, an ex-Rowntree man, as its executive chairman. He takes over from Charles Nicholson, a director at CINVen, RPC's lead institutional investor.

Mackinlay, now 55, has made something of a career of assuming non-executive roles since he stepped down as finance director of Rowntree when Nestlé acquired the company in 1988.

With current directorships including Argos, Steeley, Henry Barrett Group, and Bradford & Bingley Building Society, Mackinlay had turned down various other offers before accepting the RPC assignment, says chief executive Ron Marsh; he believes Mackinlay may have been attracted by a management buyout company that has easily surpassed its first year targets despite depressed conditions in many of its markets.

Mackinlay's main contribution to the board will be his financial expertise and City contacts; the talents of the rest of the executive directors, originally managers from the plastics packaging division of Reed International, lie in other directions. If RPC decides to go for a stock market flotation - rather than selling out - as Reedpack did within two years from which formed RPC - he will be particularly useful.

Switches at Telemetrix

Arthur Walsh, the 65-year-old chairman of Telemetrix who took over last December, is reshuffling his board to create a "young and enthusiastic team" to take the information technology and electronics group through the next decade and beyond.

He has picked Tim Curtis, main board director of Unilever, old Ebnion, Cambridge graduate and Harvard MBA as his new chief executive. Curtis is 49 and replaces Roy Cotterill, nearly 56, and credited with being the main architect of the company's recovery since 1989. Cotterill stays on as an executive member of the board.

With the need for both

Marietta Johns, 50, has become head of sales at Acuma, the fee-based personal financial planning subsidiary of the American Express Group in the UK, with the title of senior vice-president.

The appointment makes her the only woman head of sales of a big UK life company. She heads a salesforce of 450, recruited since February 1990 and has a mandate to build it up to 700 by the end of 1992.

APPOINTMENTS

Charles Wilson, formerly chief solicitor at Abbey National, is appointed group secretary of NATONWIDE Building Society.

Mr V. S. B. Menon and Mr J. C. B. Menon have been appointed to the board of AMERICAN EXPRESS BANK.

Mr Mark Massonelli is moving from Merrill Lynch, together with two colleagues - Ismail Daud and Ismail Daud - to become director and head of the repo finance desk of SWISS BANK CORPORATION.

Mr Ken Humphries, formerly a deputy md of UBS Phillips and Drew, has been appointed a director of EDINBURGH BANKSON and will be responsible for the sales and trading of sterling corporate debt.

Mr John Miller, currently director of operations with Hutchison Microtel, is appointed information systems director of LEEDS PERMANENT Building Society; he will succeed Peter Lamb who retires in July.

Mr William Lucas, md of Waverley Asset Management, is appointed a director of WESTRALIAN RESOURCE PROJECTS.

Mr Noreen Doyle, currently md European structured sales at Bankers Trust in London, has been appointed head of syndications in the merchant banking vice-presidency of the EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT.

Much the same as you, no doubt.

Christian Tyler talks to a pregnant mother who is challenging the Church of England to make her a priest.

Raymond Snoddy describes the extraordinary turnaround of that very British institution, the *Daily Telegraph*, where the initial investment of its Canadian owner has shown a profit of 1,500 per cent.

Philip Coggan says it is time for a Gilt complex. Barry Riley

What is the FT getting up to this Weekend?

takes a global view of the markets and Peter Norman asks what world recession implies for the private investor.

Jancis Robinson finds grape expectations on Long Island, New York, a traditional home for potatoes and now a new one for wine.

James Morgan says the entente is far from cordial when European newspapers survey the sporting scene.

What is the FT getting up to this Weekend?

John Brennan's advice to London property sellers is: go north, young man.

Michael Thompson-Noel, at large in Beverly Hills, finds nourishment in a press pack and rings his hairdresser.

And so it goes on...

Weekend FT

Saturday February 22

Weekend FT

Saturday February 22

INVESTMENT TRUSTS - Cont.

INVESTMENT TRUSTS - CONCL.

MERCHANT BA

	Notes	Price	Yield	1976	1977	1978
U.S.F.S.		288	—	484	254	242.1
100		311	—	—	—	—
141	30 Days	1	—	84	18	48.8
141	90 Days	1	—	84	18	48.8
141	180 Days	1	—	84	18	48.8
141	360 Days	1	—	84	18	48.8
141	5 Years	1	—	84	18	48.8
141	10 Years	1	—	84	18	48.8
141	15 Years	1	—	84	18	48.8
141	20 Years	1	—	84	18	48.8
141	25 Years	1	—	84	18	48.8
141	30 Years	1	—	84	18	48.8
141	35 Years	1	—	84	18	48.8
141	40 Years	1	—	84	18	48.8
141	45 Years	1	—	84	18	48.8
141	50 Years	1	—	84	18	48.8
141	55 Years	1	—	84	18	48.8
141	60 Years	1	—	84	18	48.8
141	65 Years	1	—	84	18	48.8
141	70 Years	1	—	84	18	48.8
141	75 Years	1	—	84	18	48.8
141	80 Years	1	—	84	18	48.8
141	85 Years	1	—	84	18	48.8
141	90 Years	1	—	84	18	48.8
141	95 Years	1	—	84	18	48.8
141	100 Years	1	—	84	18	48.8
141	105 Years	1	—	84	18	48.8
141	110 Years	1	—	84	18	48.8
141	115 Years	1	—	84	18	48.8
141	120 Years	1	—	84	18	48.8
141	125 Years	1	—	84	18	48.8
141	130 Years	1	—	84	18	48.8
141	135 Years	1	—	84	18	48.8
141	140 Years	1	—	84	18	48.8
141	145 Years	1	—	84	18	48.8
141	150 Years	1	—	84	18	48.8
141	155 Years	1	—	84	18	48.8
141	160 Years	1	—	84	18	48.8
141	165 Years	1	—	84	18	48.8
141	170 Years	1	—	84	18	48.8
141	175 Years	1	—	84	18	48.8
141	180 Years	1	—	84	18	48.8
141	185 Years	1	—	84	18	48.8
141	190 Years	1	—	84	18	48.8
141	195 Years	1	—	84	18	48.8
141	200 Years	1	—	84	18	48.8
141	205 Years	1	—	84	18	48.8
141	210 Years	1	—	84	18	48.8
141	215 Years	1	—	84	18	48.8
141	220 Years	1	—	84	18	48.8
141	225 Years	1	—	84	18	48.8
141	230 Years	1	—	84	18	48.8
141	235 Years	1	—	84	18	48.8
141	240 Years	1	—	84	18	48.8
141	245 Years	1	—	84	18	48.8
141	250 Years	1	—	84	18	48.8
141	255 Years	1	—	84	18	48.8
141	260 Years	1	—	84	18	48.8
141	265 Years	1	—	84	18	48.8
141	270 Years	1	—	84	18	48.8
141	275 Years	1	—	84	18	48.8
141	280 Years	1	—	84	18	48.8
141	285 Years	1	—	84	18	48.8
141	290 Years	1	—	84	18	48.8
141	295 Years	1	—	84	18	48.8
141	300 Years	1	—	84	18	48.8
141	305 Years	1	—	84	18	48.8
141	310 Years	1	—	84	18	48.8
141	315 Years	1	—	84	18	48.8
141	320 Years	1	—	84	18	48.8
141	325 Years	1	—	84	18	48.8
141	330 Years	1	—	84	18	48.8
141	335 Years	1	—	84	18	48.8
141	340 Years	1	—	84	18	48.8
141	345 Years	1	—	84	18	48.8
141	350 Years	1	—	84	18	48.8
141	355 Years	1	—	84	18	48.8
141	360 Years	1	—	84	18	48.8
141	365 Years	1	—	84	18	48.8
141	370 Years	1	—	84	18	48.8
141	375 Years	1	—	84	18	48.8
141	380 Years	1	—	84	18	48.8
141	385 Years	1	—	84	18	48.8
141	390 Years	1	—	84	18	48.8
141	395 Years	1	—	84	18	48.8
141	400 Years	1	—	84	18	48.8
141	405 Years	1	—	84	18	48.8
141	410 Years	1	—	84	18	48.8
141	415 Years	1	—	84	18	48.8
141	420 Years	1	—	84	18	48.8
141	425 Years	1	—	84	18	48.8
141	430 Years	1	—	84	18	48.8
141	435 Years	1	—	84	18	48.8
141	440 Years	1	—	84	18	48.8
141	445 Years	1	—	84	18	48.8
141	450 Years	1	—	84	18	48.8
141	455 Years	1	—	84	18	48.8
141	460 Years	1	—	84	18	48.8
141	465 Years	1	—	84	18	48.8
141	470 Years	1	—	84	18	48.8
141	475 Years	1	—	84	18	48.8
141	480 Years	1	—	84	18	48.8
141	485 Years	1	—	84	18	48.8
141	490 Years	1	—	84	18	48.8
141	495 Years	1	—	84	18	48.8
141	500 Years	1	—	84	18	48.8
141	505 Years	1	—	84	18	48.8
141	510 Years	1	—	84	18	48.8
141	515 Years	1	—	84	18	48.8
141	520 Years	1	—	84	18	48.8
141	525 Years	1	—	84	18	48.8
141	530 Years	1	—	84	18	48.8
141	535 Years	1	—	84	18	48.8
141	540 Years	1	—	84	18	48.8
141	545 Years	1	—	84	18	48.8
141	550 Years	1	—	84	18	48.8
141	555 Years	1	—	84	18	48.8
141	560 Years	1	—	84	18	48.8
141	565 Years	1	—	84	18	48.8
141	570 Years	1	—	84	18	48.8
141	575 Years	1	—	84	18	48.8
141	580 Years	1	—	84	18	48.8
141	585 Years	1	—	84	18	48.8
141	590 Years	1	—	84	18	48.8
141	595 Years	1	—	84	18	48.8
141	600 Years	1	—	84	18	48.8
141	605 Years	1	—	84	18	48.8
141	610 Years	1	—	84	18	48.8
141	615 Years	1	—	84	18	48.8
141	620 Years	1	—	84	18	48.8
141	625 Years	1	—	84	18	48.8
141	630 Years	1	—	84	18	48.8
141	635 Years	1	—	84	18	48.8
141	640 Years	1	—	84	18	48.8
141	645 Years	1	—	84	18	48.8
141	650 Years	1	—	84	18	48.8
141	655 Years	1	—	84	18	48.8
141	660 Years	1	—	84	18	48.8
141	665 Years	1	—	84	18	48.8
141	670 Years	1	—	84	18	48.8
141	675 Years	1	—	84	18	48.8
141	680 Years	1	—	84	18	48.8
141	685 Years	1	—	84	18	48.8
141	690 Years	1	—	84	18	48.8
141	695 Years	1	—	84	18	48.8
141	700 Years	1	—	84	18	48.8
141	705 Years	1	—	84	18	48.8
141	710 Years	1	—	84	18	48.8
141	715 Years	1	—	84	18	48.8
141	720 Years	1	—	84	18	48.8
141	725 Years	1	—	84	18	48.8
141	730 Years	1	—	84	18	48.8
141	735 Years	1	—	84	18	48.8
141	740 Years	1	—	84	18	48.8
141	745 Years	1	—	84	18	48.8
141	750 Years	1	—	84	18	48.8
141	755 Years	1	—	84	18	48.8
141	760 Years	1	—	84	18	48.8
141	765 Years	1	—	84	18	48.8
141	770 Years	1	—	84	18	48.8
141	775 Years	1	—	84	18	48.8
141	780 Years	1	—	84	18	48.8
141	785 Years	1	—	84	18	48.8
141	790 Years	1	—	84	18	48.8
141	795 Years	1	—	84	18	48.8
141	800 Years	1	—	84	18	48.8
141	805 Years	1	—	84	18	48.8
141	810 Years	1	—	84	18	48.8
141	815 Years	1	—	84	18	48.8
141	820 Years	1	—	84	18	48.8
141	825 Years	1	—	84	18	48.8
141	830 Years	1	—	84	18	48.8
141	835 Years	1	—	84	18	48.8
141	840 Years	1	—	84	18	48.8
141	845 Years	1	—	84	18	48.8
141	850 Years	1	—	84	18	48.8
141	855 Years	1	—	84	18	48.8
141	860 Years	1	—	84	18	48.8
141	865 Years	1	—	84	18	48.8
141	870 Years	1	—	84	18	48.8
141	875 Years	1	—	84	18	48.8
141	880 Years	1	—	84	18	48.8
141	885 Years	1	—	84	18	48.8
141	890 Years	1	—	84	18	48.8
141	895 Years	1	—	84	18	48.8
141	900 Years	1	—	84	18	48.8
141	905 Years	1	—	84	18	48.8
141	910 Years	1	—	84	18	48.8
141	915 Years	1	—	84	18	48.8
141	920 Years	1	—	84	18	48.8
141	925 Years	1	—	84	18	48.8
141	930 Years	1	—	84	18	48.8
141	935 Years	1	—	84	18	48.8
141	940 Years	1	—	84	18	48.8
141	945 Years	1	—	84	18	48.8
141	950 Years	1	—	84	18	48.8
141	955 Years	1	—	84	18	48.8
141	960 Years	1	—	84	18	48.8
141	965 Years	1	—	84	18	48.8
141	970 Years	1	—	84	18	48.8
141	975 Years	1	—	84	18	48.8
141	980 Years	1	—	84	18	48.8
141	985 Years	1	—	84	18	48.8
141	990 Years	1	—	84	18	48.8
141	995 Years	1	—	84	18	48.8
141	1000 Years	1	—	84	18	48.8
141	1005 Years	1	—	84	18	48.8
141	1010 Years	1	—	84	18	48.8
141	1015 Years	1	—	84	18	48.8
141	1020 Years	1	—	84	18	48.8
141	1025 Years	1	—	84	18	48.8
141	1030 Years	1	—	84	18	48.8
141	1035 Years	1	—	84	18	48.8
141	1040 Years	1	—	84	18	48.8
141	1045 Years	1	—	84	18	48.8
141	1050 Years	1	—	84	18	48.8
141	1055 Years	1	—	84	18	48.8
141	1060 Years	1	—	84	18	48.8
141	1065 Years	1	—	84	18	48.8
141	1070 Years	1	—	84	18	48.8
141	1075 Years					

15	Wolcott								
16	Wolcott	11	+1	12	1				
17	Wolcott	21		28	16	1			
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76	Wolcott	21		28	16	1			
77	Wolcott	21		28	16	1			
78	Wolcott	21		28	16	1			
79	Wolcott	21		28	16	1			

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UNIT TRUSTS**

Unit Charge	Cum. Price	Bid Price	Offer + or - Price	or Yield - Gr
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CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Profit-takers depress dollar

THE dollar came off its high yesterday, pushed down by profit-taking late in the afternoon, writes Peggy Hollinger.

Traders said a large selling order from a south-east Asian bank had been responsible for the dollar dip. In New York, rumours that the Bundesbank and Federal Reserve were checking prices helped to push the currency lower in US trading.

Traders said the US unit may have entered a phase of consolidation after the heavy rises of recent days. In fact, said Mr David Cocker of Chemical Bank, the dollar had dipped almost to the level where, "if it had gone lower we would have started to see more aggressive selling".

There appeared to be a growing sense of nervousness about the dollar's strength, although there still appeared to be significant underlying demand. Some economists suggested the US currency's strength was premature. "We are still likely to see further evidence of the weakness of the US economy," said Dr Gerard Lyons, of DKB International.

His comments were reinforced by worse than expected US data. The US December trade deficit came to \$5.4bn, compared with forecasts of \$4.5bn, while the weekly jobless figure rose by

18,000 - some 12,000 more than expected. The dollar largely ignored the numbers, however, and was trading above DM1.66 for a good part of the day. The US unit closed unchanged in London at DM1.6470. The Bank of Japan had intervened at Y128.23 and Y127.75.

Mr Cocker said that the market was not too aware of the Bank of Japan's actions, too far in advance for the intervention to have any effect. "If the market knows the Bank of Japan will be there, it won't turn the yen around," he said.

The D-Mark weakened against the Japanese currency from DM1.2808 to DM1.2644 per 100 yen. The Bundesbank made it clear, yet again, after the conclusion of its council meet-

ing that it had no intention of changing monetary policy.

The D-Mark hit a five-month low against the French franc during the day, falling below FF4.40. It recovered to close at FF4.4015. The franc was initially boosted by comments from finance minister Pierre Bérégovoy, although enthusiasm was dampened by speculation of an imminent rate cut in France.

The Dutch took advantage of the weaker D-Mark to cut the special advances money market rate from 9.4 per cent to 9.3 per cent. The Guilder slipped to 122.5007/5 as a result.

Sterling fell below its exchange rate mechanism floor of DM2.8853 to close at DM2.8850 on Wednesday. Traders said that it had taken little notice of GDP statistics which showed that the UK economy, excluding oil, had shrunk for the sixth consecutive quarter.

EMS EUROPEAN CURRENCY UNIT RATES

	ECU Central Rates	Current Amounts Applied, ECU Feb 20	% Change from Central Rate	% Spread w/ Weighted Currency	Overweight Indicator
Spanish Peseta	133.631	128.076	-4.14	6.13	72
Italian Lira	2,036.26	2,036.26	0.00	0.00	0
French Franc	6.55957	6.55957	0.00	0.00	0
German Mark	1.93627	1.93627	0.00	0.00	0
Portuguese Escudo	200.482	200.482	0.00	0.00	0
Irish Punt	0.787564	0.787564	0.00	0.00	0
Belgian Franc	36.363	36.363	0.00	0.00	0
Greek Drachma	340.750	340.750	0.00	0.00	0
Spanish Peseta	166.639	166.639	0.00	0.00	0
Portuguese Escudo	200.482	200.482	0.00	0.00	0
Irish Punt	0.787564	0.787564	0.00	0.00	0
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Greek Drachma	340.750</				

CANADA

CANADA

Index	Stock	High	Low	Close	Chng	Index	Stock	High	Low	Close	Chng
TORONTO											
3:00 pm prices February 20											
Dow Jones Industrial Average											
35900	Dow Jones	35900	35850	35850	-50	1000	Loew's	86	85	85	0
13300	Comstock	13300	13250	13250	-50	1400	Lambert	86	85	85	0
13300	Comstock	13300	13250	13250	-50	2000	Loblaw	81 1/2	81 1/2	81 1/2	0
S&P 500											
35900	Dow Jones	35900	35850	35850	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
Toronto 30											
35900	Dow Jones	35900	35850	35850	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
3:00 pm prices February 20											
Dow Jones Industrial Average											
35900	Dow Jones	35900	35850	35850	-50	1000	Loew's	86	85	85	0
13300	Comstock	13300	13250	13250	-50	1400	Lambert	86	85	85	0
13300	Comstock	13300	13250	13250	-50	2000	Loblaw	81 1/2	81 1/2	81 1/2	0
S&P 500											
35900	Dow Jones	35900	35850	35850	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
Toronto 30											
35900	Dow Jones	35900	35850	35850	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
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Dow Jones Industrial Average											
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13300	Comstock	13300	13250	13250	-50	2000	Loblaw	81 1/2	81 1/2	81 1/2	0
S&P 500											
35900	Dow Jones	35900	35850	35850	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
Toronto 30											
35900	Dow Jones	35900	35850	35850	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
13300	Comstock	13300	13250	13250	-50	2400	Macmillan	87 1/2	87 1/2	87 1/2	0
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1 - No voting rights or restricted voting rights

3:00 pm prices February 20

Index	Stock	High	Low	Close	Chng	Index	Stock	High	Low	Close	Chng
MONTREAL											
3:00 pm prices February 20											
Dow Jones Industrial Average											
35900	Dow Jones	35900	35850	35850	-50	1000	Loew's	86	85	85	0
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S&P 500											
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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

Continued on next page

WORLD STOCK MARKETS

AMERICA

Cyclicals feature as Dow makes strong rebound

Wall Street

AFTER weakness earlier in the week, US stock markets rebounded strongly yesterday morning as investors rushed into cyclical and other stocks which had been hardest hit by recent declines, writes Patrick Brown in New York.

By 1pm the Dow Jones Industrial Average was up 40.45 at 3,270.80 and very close to its all-time high of 3,276.83, recorded on February 12.

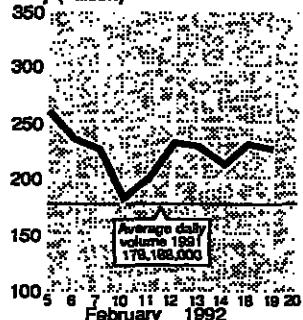
The more broadly based Standard & Poor's 500 was also markedly firmer at mid-session, up 4.07 at 412.33, while the Nasdaq composite index of over-the-counter stocks, which had fallen 14 points in the previous two days, rallied to post a gain of 8.85 at 831.06. Turnover on the NYSE was 185m shares by 1pm.

The buying was not triggered by any particular news, rather by a feeling among some investors that the recent selling - some of it in reaction to President Bush's electoral troubles - had been overdone. Market analysts reported that computer buy programs had played an important part in leading the rally.

Among individual stocks, those which had been hard hit by profit-taking in recent sessions, but in some of the best performers, Merck rose 4 to \$148.5, International Paper jumped 1 1/4 to \$77.7, McDon-

NYSE volume

Daily (million)



old's climbed 1 1/4 to \$42.4, and United Technologies advanced 1 1/4 to \$51.1.

Airline stocks were also in demand, climbing 3 1/4 to \$154.4, AMR (parent group of American Airlines) rose 3 1/4 to \$78.7, Delta added 1 1/4 to \$71.4 and USAir firmed 3/4 to \$17.7. Other transport and freight stocks joined in the rally, with Federal Express up 3 1/4 to \$50.4 and CSX \$1 higher at \$59.9.

Procter & Gamble rose 3/4 to \$101.4 after Kidder Peabody, the brokerage house, singled the stock out as its technical buy of the week.

Selected bank stocks also benefited from sustained buying, with J.P. Morgan up 1 1/4 to \$90.7, Bankers Trust 1 1/4 higher at \$63.4, Chemical up 3/4 to \$32.4 and Citicorp 3/4

firmer at \$17.4.

On the over-the-counter market, the rally was inspired by a surge in demand for computer technology, healthcare and biotechnology stocks. Leading the way were Microsoft, up 3 1/4 to \$119, Apple, up 1 1/4 to \$83.4, Medical Care International, 3/4 firmer at \$71.4, Biogen, up 3/4 to \$30, and Immune, 3/4 higher at \$25.4.

Invacare jumped 3/4 to \$25.4 after the home healthcare and medical equipment group reported fourth quarter net income of 34 cents a share, up from 26 cents a share at the same stage a year ago.

Canada

TORONTO stocks drew support from firmer bank stocks at midday, but the rest of the market remained unmoved by the upswing in US blue chips. Banks firmed as shares rallied on Canadian dollar strength.

The TSE 300 composite index rose 5.8 to 3,549.1. Advances narrowly led declines by 236 to 222 on slow volume of 16.7m shares valued at C\$184.6m.

Bank of Montreal rose C\$4 to C\$42.9, Royal Bank firmed C\$4 to C\$25.4 and Canadian Imperial added C\$4 to C\$32.4.

More Corp climbed C\$4 to C\$23 after the company reported stronger than expected 1991 earnings. Oshawa group class A lost C\$4 to C\$18.4 while Rockford Minerals rose 2 cents to 14 cents.

ASIA PACIFIC

Nikkei rises on hopes of early cut in discount rate

Tokyo

HOPES OF an imminent cut in the discount rate following news that money supply growth had fallen to its lowest level ever prompted small-lot buying by institutions, and the Nikkei average rose for the first time in three trading days, writes Emiko Terazono in Tokyo.

The 225-issue average, which fell to a 16-month low on Wednesday, closed 153.63 up at 20,771.92 after a day's high of 20,837.36 and low of 20,621.00. Traders were relieved by the absence of selling, as most market participants previously feared that the index would drop below the critical 20,000 level.

Volume dipped to 190m shares from 200m. Most investors remained on the sidelines, anticipating price fluctuations caused by options execution. Advances led declines by 489 to 394, with 213 issues unchanged. The Tokyo index of all first section stocks, which fell to a five-year low on Wednesday, rallied 2.79 to 1,523.41. In London, the FTSE 100 index improved 2.08 to 1,165.61.

Expectations of a cut in the discount rate emerged after money supply growth for January was announced at 1.5 per cent, a record low. News that more companies were reducing their earnings forecasts also highlighted the continued weakness of the economy.

Mr Peter Johnson at Baring Securities said: "The market needs an overt declaration from financial authorities that economic conditions are worse than they expected." He added that concrete measures such as lower interest rates and a fiscal spending programme would provide support for the market. Futures and bond prices were buoyed by the Bank of

Japan's intervention in the foreign exchange market to support the yen against the dollar. Although the US unit closed higher against the yen, market participants were encouraged by the central bank's action.

Toshiba weakened Y27 to Y266 after the company said it expected a 60 per cent plunge in pre-tax profits for the current year to March. The announcement dragged NEC

down Y20 to Y1,080 and Hitachi Y3 easier to Y948.

Banking stocks continued to lose ground on corporate selling. Industrial Bank of Japan declined Y90 to Y2,410 and Fuji Bank Y30 to Y1,960.

Speculative issues advanced on short-term buying. Japan Storage Battery rose Y40 to Y1,080 and Tamura Electric Works added Y210 to Y1,880. Japan Securities Finance, a private company with close ties to the Tokyo Stock Exchange and the only company which can lend stock for margin trading, said yesterday that it had put a bid on its stock list due to the large outstanding balance on margin trading. It will also limit stock lending on Tamura Electric Works due to concern about speculative trading.

In Osaka, the OSE average gained 105.87 to 2,480.87 in volume of 155.8m shares. Dai-ichi, the air conditioning systems manufacturer, put on Y100 to Y3,400 on projections of a double-digit rise in pre-tax profits for the current year.

Roundup

THE REGION provided some winners yesterday, although Kuala Lumpur found it hard to improve on its recent gains.

NEW ZEALAND finished broadly higher after private clients bought smaller companies, especially export-related issues likely to benefit from

the relatively weak New Zealand dollar and the expected recovery in commodity prices. The NZSE-50 index moved ahead 17.23 to 1.1 per cent to 1,490.88. Turnover was steady at NZ\$27.3m.

TAIWAN rallied in brisk trading on a government move to delay a decision on the dissolution of the largest local opposition party.

The weighted index appreciated 155.50 or 0.5 per cent to 4,955.92 as turnover expanded to T\$40.85m from T\$34.78m.

MANILA steadied after Wednesday's drop, the composite index ending only 1.65 easier at 1,139.35. Turnover rose to 48m pesos from 41m. The public offering of International Container Terminal Services (ICTSI) caused funds to be withdrawn from the market. ICTSI is offering 71.64m shares worth 480m pesos at 6.70 pesos per share. The offering started on February 17 and will end on February 28.

HONG KONG eased back in this trading. The Hang Seng index dipped 9.70 to 4,716.00 in turnover of HK\$1.97bn, against Wednesday's HK\$1.90bn.

Profit-taking hit utilities hardest, with China Light losing 20 cents to HK\$26.80 and Hong Kong Electric giving up 50 cents to HK\$35.70.

SEOUL was depressed by reports of a tax probe into all subsidiaries of the Hyundai Group. The composite index fell 15.47 to 632.66 as turnover dropped to Won221.2bn from Won228.3bn.

LUMPUK was restrained by profit-taking in the wake of the strong recent rally. The composite index was up just 0.34 to 619.06 in turnover of M\$261m, after M\$258m.

BOHARAY rose to a record high on reports of a tax probe into all subsidiaries of the Hyundai Group. The BSE index gained 66.99 to 2,449.05.

FINANCIAL TIMES

Friday February 21 1992

Fiscal reform triggers recovery in Athens

But the market has performed less spectacularly than in 1990, writes Kerin Hope

Greek stockbrokers have been making good use of their time since last summer when the Athens Stock Exchange went into a steady decline, ending 1991 underperforming Europe by some 23 per cent.

Many of the 50 brokerage houses set up research departments with the result that, for the first time, a steady stream of information is available on the 150 listed companies.

"Investors were taking decisions on the basis of little more than hearsay. Now we can offer them real analysis, even technical analysis," says Mr John Markopoulos of Sigma Securities, one of several brokerages which issue a weekly report for investors on economic and financial developments.

Whether they are studying fundamentals or not, Greek investors have certainly grown more cautious. When the market finally turned upwards last month, the rise was much less spectacular than it had

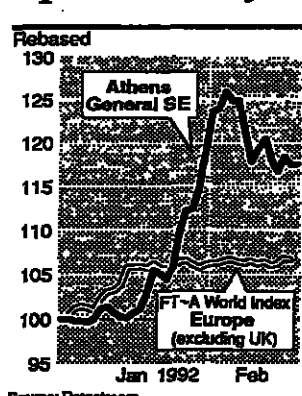
been in previous recoveries.

The Athens General Index started the year at 801.9, near to its lowest level in 1991 when it declined by almost 30 per cent, reflecting a fall in confidence as the government's economic stabilisation programme began to be felt.

Prices climbed steadily to reach 1,009.4 early in February, before receding; the general index closed at 942.27 yesterday. Turnover has risen since the start of the year from Dr30m (\$5.1m) daily to more than Dr80m.

In one hectic day's trading, just over Dr80m changed hands, briefly recalling the heady days of 1990 when the general index rose by some 300 per cent before losing more than half of that gain. However, turnover has now fallen back, touching Dr1.5bn earlier this week.

The recovery was triggered by the government's announcement of a fiscal reform package that would reduce corporation tax from 42 to 35 per cent, as



well as cutting the tax on share dividends from 45 to 32 per cent.

Greek companies are also being required to revalue fixed assets this year and to capitalise their reserves, but this measure will be tax-exempt. As a result, a number of companies are expected to make scrip issues later this year.

In spite of the gloomy overall

picture in 1991, affected by economic weakness and predictions that the recession would continue well into the following year, banks, leasing companies and food processors all performed strongly. These sectors are expected to ride out the recession more easily than most companies, say analysts.

Interest rates on three and six-month treasury bills, the government's preferred instrument for financing the public sector deficit, are forecast to come down this year as inflation gradually slows: it stood at 18.1 per cent in January and is forecast to fall to 13.5 per cent by the end of the year.

However, it will take more than expectations of tax cuts and declining interest rates to keep the market buoyant.

Mr Markopoulos says: "Every time there is a dip, the institutional investors start moving in. It is still very much a buyer's market."

Although interest rates still hover around 26 per cent, few companies are coming to the

market for funds. Last year, there were 14 new listings and 28 rights issues, together raising a total of Dr157bn. So far this year not a single prospectus has been issued.

Instead of tapping the bourse for fresh capital, Delta Dairies, a leading milk and fruit juice producer, recently decided to raise Dr2.2bn through a five-year corporate bond. The issue was taken up entirely by banks and institutional investors.

Nevertheless, exchange officials are predicting more activity when automated trading is launched, probably by the summer. The open outcry system now in use will be phased out over the summer after screens are introduced on the trading floor and in stockbrokers' offices.

Mr Nikitakis Niarchos, the bourse chairman, says: "Computerised trading will boost confidence by improving transparency. At the moment, people complain because they do not know what price they are buying at."

EUROPE

New York reinforces continent's optimism

A STRONG opening on Wall Street underpinned the continent's optimism, writes Our Markets Staff.

PARIS continued its upsurge as investors scrambled to get into what they perceived as an ascending market. The CAC 40 index rose 35.81 or 1.9 per cent to 1,951.22 in heavy turnover of FF4.8bn. US brokers were reported to be trading actively in futures. Cyclical stocks continued to rise, with Ciments Français, up FF7.28 at FF231.4 with 37,175 shares traded, and Pechiney International adding FF6 to FF192.

Even Credit Foncier de France, generally regarded as a conservative mortgage bank, jumped FF3 to FF385 with 42,830 shares traded. Also in the financial sector, Suzor rose FF8.50 to FF336.20 on 891,325 shares.

The department store, Printemps, fell FF4.5 to FF782 after a government prosecutor indicated that the government did not have a problem with Pinault only bidding for two-thirds of the company.

FRANKFURT was positive in the pre-bourse after a strong New York bond market, bunds stable. Dealers reported futures-related buying in cyclical, anticipating the closing of DTF futures and options contracts today.

The DAX index pierced 1,700, at its sixth attempt over four weeks, closing 15.39 higher at 1,703.18. The FAZ index rose 4.57 to 694.05 at mid-session. In the post-bourse, the DAX future broke through 1,720 and held it to register 1,724.5, its highest for seven months.

Volume climbed to DM7.4bn from DM5.3bn. Cars recovered from Wednesday's weakness, Daimler rising DM11.40 to DM746 on its indication of higher profits for 1991.

The dollar-oriented mechanical engineering sector showed some useful gains with KHD DM5.80 higher at DM183.50, Kugelfischer up DM6.50 to

FT-SE Eurotrack 100 - Feb 20								
Hourly changes								
Open	10 am	11 am	12 pm	1 pm	2 pm	3 pm	close	
1146.59	1146.39	1147.74	1146.47	1146.61	1147.05	1146.86	1146.82	
Day's High				1149.91				
Day's Low				1145.52				
Feb 19	Feb 18	Feb 17	Feb 16	Feb 15	Feb 14	Feb 13		

Base value 1000 (20/10/92).

DM251.50, and Linde DM126 better at DM794.

MILAN closed slightly higher but shares in Cementir and Calcestrone, the construction group which on Wednesday won its bid for a 62 per cent stake in the cement company, both weakened. The Comit index rose 1.81 to 533.08 in turnover estimated at near Wednesday's L83m.

Cementir resumed trading after its one-day suspension and fell L180 or 5.8 per cent to L2,610 as operators who had bought shares in the hope of a takeover battle sold out. The sale of the state's holding in Cementir has been rushed through before legislation protecting minority shareholders

in takeovers takes effect. Calcestrone fell L610 or 13.2 per cent to L3,995 as the market took the view that the company had paid far too much for the stake.

The L83m price tag is about double the current market value.

Montedison continued to gain, adding L16 to L1,372 with some 4m shares exchanged, in options-related buying.

AMSTERDAM was lifted by a strong dollar. The CDS Tendency Index rose 1.7 to 125.4.

Royal Dutch fell F1.160 to F1,140.50 after announcing a 33 per cent fall in 1991 net profits. Analysts were disappointed at the results, in spite of an increase in its dividend.

Elsevier rose on foreign buy-

ing, closing up F13.8 or 3.4 per cent at F113.50. Hagemeyer, the trading group, gained F12.00 to F149.00 after reporting a 26 per cent rise in 1991 net profit. Unilever recorded another all-time high, closing up F13.30 or 1.7 per cent at F185.50.

MADEIR found renewed confidence by mid-session. The general index closed up 0.81 at 261.04 in turnover estimated at Pt180m. High volume in Telefonica continued with some 3.8m shares traded, against 3.5m, following news that unions had rejected the company's pension plan. It closed down Pt20 at Pt1,300, having lost Pt45 at one stage. The construction and utility sectors were both strong, with Cubitias up Pt460 or 4 per cent at Pt1,580.

STOCKHOLM was disappointed with the 36 per cent jump in profits at Astra, the pharmaceutical group, and with the company's forecast of a 20 to 25 per cent rise in sales and profits for the current year. The B shares fell SKr12 to SKr558. The A shares

General index closed 3.7 lower at 929.4.

ZURICH's SPI index closed 8.1 higher at a new 1992 high of 1,130.5. Aluisse bearers topped the active list, closing SF16 higher at SF388. Oculon, the arms manufacturer, put on another SF17 to SF345, taking its rise on the week to SF145 ahead of a news conference next Wednesday.

BRUSSELS saw the non-ferrous metals company, Aco-Union Miniere, add BF50 or 4.2 per cent to BF2,345 in active trade of 27,650 shares. The Bel-20 index rose 0.31 to 1,173.99 in turnover of BF861m.

ISTANBUL fell to its lowest level this year as the rising dollar prompted investors to shift funds into the foreign exchange market. The 75-share index lost 180.66 or 4.3 per cent to 3,959.39.

OSLO, lifted by stronger prices for North Sea oil, closed up 2.36 to 416.22 in turnover of NKr213.2m. Norsk Hydro, which reported a 1991 net loss of NKr498m, rose NKr1 to NKr140.

Price Waterhouse



present

MANAGING
FINANCIAL
RISKS

30 & 31 March; 6 & 7 July; 12 & 13 October;
30 November & 1 December 1992

The Financial Times and Price Waterhouse have responded to market needs by developing a two day event on Managing Financial Risks.

This intensive, practical course will give advice and direction on the use of derivative instruments, how to measure credit and market risks, how to set appropriate limits, how to identify operational and systems risks and how to use risk adjusted profitability measures.

Visiting speakers include:

Jonathan Britton
Director, Treasury & Fixed Income
Swiss Bank Corporation, London

Crispin Southgate
Director and Head of
Financial Engineering
Charterhouse Bank

Dennis Gartman
President
The Gartman Letter

Neil Thomason
Head of Derivatives Trading
Sanwa Financial Products

Resident speakers from the Price Waterhouse specialist Financial Risk Management Group include Andrew Stott, Steve Watson and Chris Taylor.

Course Director: Andrew Stott

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RISKS



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FT-ACTUARIES WORLD INDICES
Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Wood Mackenzie in conjunction with the Institute of Actuaries and the Faculty of Actuaries

NATIONAL AND REGIONAL MARKETS										TUESDAY FEBRUARY 18 1992										DOLLAR INDEX			
Figures in parentheses show number of lines of stock	US Dollar Index	Day's Change %	Pound Sterling Index	Yen Index	DM Index	Local Currency Index	Local % chg on day	Gross Div. Yield	US Dollar Index	Pound Sterling Index	Yen Index	DM Index	Local Currency Index	Local % chg on day	Gross Div. Yield	1991/92 High	1991/92 Low	Year ago approx					
Australia (68)	145.94	+0.2	123.53	118.40	124.97	123.27	-0.3	4.31	145.62	123.30	117.82	124.77	126.82	126.31	112.74	130.00	100.00	130.00					
Austria (20)	181.18	-0.5	153.37	147.00	155.14	154.79	-0.7	1.86	182.10	154.75	147.00	155.14	154.79	154.79	147.00	154.79	154.79	154.79					
Belgium (40)	137.99	-0.4	116.80	111.94	118.15	115.02	+0.1	5.12	137.48	116.40	111.23	117.73	117.93	115.20	118.04	150.71	100.00	150.71					
Canada (115)	134.40	-0.8	112.91	108.22	114.21	114.75	-0.9	3.21	134.46	113.85	108.78	115.20	115.82	124.88	128.49	150.71	100.00	150.71					
Denmark (30)	248.29	+0.0	210.17	201.44	212.80	215.45	-0.0	1.66	248.33	210.17	201.44	212.80	215.45	215.45	210.17	201.44	201.44	201.44					
Finland (15)	151.61	-0.6	133.28	127.02	131.17	131.28	-0.6	5.12	151.61	133.28	127.02	131.17	131.28	131.28	127.02	131.17	100.00	131.17					
France (100)	150.22	+0.3	127.15	121.87	126.82	132.01	+0.2	3.37	148.79	126.83	121.19	128.33	151.70	150.74	118.11	114.07	100.00	114.07					
Germany (85)	116.52	-0.3	98.83	94.55	99.77	99.77	-0.3	2.32	116.82	98.83	94.55	99.77	99.77	99.77	94.55	98.83	98.83	98.83					
Hong Kong (35)	183.40	+0.2	138.32	132.57	139.32	141.86	+0.2	3.60	183.10	138.32	132.57	139.32	141.86	141.86	132.57	138.32	138.32	138.32					
Ireland (16)	163.40	+0.2	138.32	132.57	139.32	141.86	+0.2	3.60	163.40	138.32	132.57	139.32	141.86	141.86	132.57	138.32	138.32	138.32					
Italy (77)	145.21	-0.1	121.87	118.40	124.97	123.27	-0.1	3.38	145.21	121.87	118.40	124.97	123.27	123.27	118.40	121.87	100.00	121.87					
Japan (225)	20,771.92	+1.6	98.42	94.33	99.57	94.33	-1.4	0.90	118.22	100.00	98.42	94.33	99.57	99.57	94.33	98.42	98.42	98.42					
Malaysia (80)	246.36	+1.6	211.08	202.30	215.51	249.07	+1.6	2.67	246.32	207.73	198.49	210.19	245.35	245.35	202.30	188.18	100.00	202.30					
Mexico (18)	1670.81	-0.2	1414.12	1355.40	1430.49	1550.17	-0.3	0.99	1674.31	1417.65	1355.40	1430.49	1550.22	1674.31	1417.65	1355.40	1355.40	1355.40					
Netherlands (31)	149.05	-0.5	126.17	120.93	127.63	126.06	-0.5	3.81	149.05	126.17	120.93	127.63	126.06	126.06	120.93	126.17	126.17	126.17					
New Zealand (14)	45.24	-0.1	34.29	36.70	38.74	44.34	+0.3	6.20	45.20	34.29	36.70	38.74	44.34	44.34	36.70	34.29	34.29	34.29					
Norway (24)	243.37	-0.3	195.10	133.33	140.72	143.81	-2.3	1.84	243.37	195.10	133.33	140.72	143.81	143.81	133.33	195.10	100.00	195.10					
Portugal (10)	222.89	+0.2	188.89	181.82	192.87	192.87	+0.2	2.80	222.89	188.89	181.82	192.87	192.87	192.87	181.82	188.89	188.89	188.89					
South Africa (31)	28.32	+2.1	196.89	181.82	192.87	192.87	-0.2	2.80	28.32	196.89	181.82	192.87	192.87	192.87	181.82	196.89	196.89	196.89					
Spain (52)	156.80	-0.3	117.31	126.24	133.23	121.53	-0.5	4.55	156.82	126.24	126.24	133.23	133.23	133.23	126.24	117.31	100.00	117.31					
Sweden (20)	248.29	+0.2	210.17	201.44	212.80	215.45	-0.0	1.66	248.33	210.17	201.44	212.80	215.45	215.45	201.44	210.17	100.00	210.17					
Switzerland (59)	97.71	-0.4	82.71	79.28	83.68	90.20	-0.4	2.22	98.14	83.10	79.41	84.10	90.60	104.22	82.17	97.74	97.74	97.74					
United Kingdom (233)	177.28	-0.7	150.06	143.82	151.78	150.06	-0.7	4.98	178.44	151.09	143.82	151.78	151.78	151.78	143.82	150.06	150.06	150.06					
USA (550)	166.96	+0.2	140.52	141.43	145.83	156.08	-0.3	2.34	166.31	140.51	141.43	145.82	156.31	156.31	141.43	140.52	140.52	140.52					
Australia (68)	143.74	-0.3	121.67	116.82	123.08	123.07	-0.4	3.92	144.17	122.07	116.85	123.03	123.30	151.52	125.50	147.58	100.00	147.58					
Canada (100)	179.35	-0.5	146.73	140.34	148.43	146.31	-0.5	2.20	174.22	147.41	140.36	148.47	147.30	200.81	155.50	190.73	100.00	190.73					
Europe Basin (717)	113.94	-1.4	101.93	97.62	101.73	98.36	-1.2	1.25	121.70	103.04	96.96	104.27	98.59	148.27	117.86	143.70	100.00	143.70					
Europe Pacific (1828)	124.38	-0.3	101.93	97.62	101.73	98.36	-1.2	1.25	124.38	101.93	97.62	101.73	98.36	98.36	97.62	101.93	100.00	101.93					
Europe Pacific (1828)	164.48	-0.1	139.21	133.44	140.84	130.04	+0.1	2.94	164.28	139.10	133.94	140.78	132.87	169.59	129.51	147.86	100.00	147.86					
Europe Excl. UK (579)	123.38	+0.0	104.41	100.10	105.64	107.94	+0.1	3.17	123.41	104.49	99.97	105.76	107.47	128.90	100.00	127.85	100.00	127.85					
Pacific Excl. UK (1742)	131.97	-0.9	111.71	107.08	113.01	111.13	-0.8	2.46	133.12	112.72	107.22	114.06	112.06	148.16	122.32	146.26	100.00	146.26					
World Excl. UK (2100)	139.35	-0.4	117.96	111.07	113.04	129.99	-0.4	2.57	139.87	118.55	113.26	119.94	123.65	150.58	128.00	142.35	100.00	142.35					
World Excl. UK (2100)	139.35	-0.4	117.96	111.07	113.04	129.99	-0.4	2.57	139.87	118.55	113.26	119.94	123.65	150.58	128.00	142.35	100.00	142.35					
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World Excl. UK (2100)</																							

RECRUITMENT

Adrian Furnham looks at the international growth in numbers of the human resource consultant When to call for help from an HRC

The international growth in the number of Human Resource Consultants (HRC) over the past decade has been meteoric, if not explosive. They go under a fairly large number of titles such as "business psychologist", "staff development professional" or "organisational behaviour consultant".

There are many reasons why this American-originated occupation has grown so fast in Britain and Europe. HRCs come in many forms: the entrepreneurial don (usually from a business school); the one-man band (often a personnel officer given a golden handshake - or the sack); a small group of like-minded people running a specialised consultancy; or the large, usually international group, offering a wide range of consultancy services.

But what do HRCs do? Why spend up to £2,000 a day having some outsider tell your organisation how to run it?

HRCs offer a number of skills, many of which are surprisingly absent from most big organisations' personnel departments. This is mainly because the nature and function of "personnel" has changed and training is frequently woefully inadequate. There are, I believe, four different and specific skills offered by HRCs.

Diagnostics: HRCs can offer a "second opinion". They can bring objectivity but also the potential experience of having seen the problem

before. Such HRCs may make their diagnostics in line with "skill-solution". In other words, having a number of expensive solutions available, they will force the diagnostics of the problem to fit their products. But one advantage of using experienced and insightful HRCs is that they can show the organisation to be fundamentally flawed in either its own diagnosis of the malady or the proposed solutions. Organisations like to believe that easy solutions are possible; they are also frequently unable to distinguish between explicit and implicit messages from clients, customers or their own staff.

For instance, managers' complaints about the number of staff they have in their department to complete work-loads could have as much to do with problems in organisational structure, or a particular manager's ambitions, as they do about staffing.

HRCs will tell you that diagnosis is more difficult and important than cure and that therefore getting it right easily merits the "modest" fee. Measurement: Many personnel managers are not highly trained in measuring human performance, abilities, needs or personal prefer-

ences. After glibly, but enthusiastically and peer-pressured purchases of flashy, but not valid tests, personnel managers often set about measuring line-managers personality or the board's team-role preference. When the only tool you have is a hammer, you tend to treat everything as if it were a nail. Hence organisations measure what they can, more frequently than they need to. And this is where the well-trained HRC can bring to bear a formidable array of well tested measures. Over 100,000 tests are in print and a good HRC will know where to look for the most appropriate measure.

There is a tendency to use inappropriate tests just because the organisation has bought them. Rather than spend all one's effort measuring the personalities of directors, the HRC may wisely recommend the measurement of organisational culture (the values and norms of the organisation), the climate (the perception of employees), the communication networks, the clients, the customers or the competitor's perceptions. Measuring instruments (questionnaires, tests) need to be sensitive, reliable, valid, multi-dimensional, sensitive to fak-

ing, "normed" for the appropriate population. HRCs must, of course, not only choose and administer good tests but know how to analyse them appropriately and interpret the data.

As HRCs know, many personnel officers shy away from objective "hard" data, preferring softer interviews, reports or selected quotes from "key players". This may be one reason why they are often despised by their hard-faced colleagues in accounts, strategic planning and even marketing.

Instruction: There is, and there will probably always be, a place for "chalk-and-talk" training. Education, now more likely to be run with impressive videos, self-instruction and completion booklets, plus elaborate feedback reports, remains a central task of some HRCs. Training adults is a challenging task for the HRC. There are those in organisations who are themselves very bright and highly educated who may be extremely critical of any "outside consultant". Equally, those with chips on their shoulders because they never went to university, or did and did rather badly, may make poor students flitting between the sycophantic and the

cynical. But there are others who are deeply appreciative and very good students.

The good HRC soon realises that training adults is rather different from educating students. Training managers must be practical and concrete with lots of memorable examples, helpful models etc. Whereas academics are trained to be critical and sceptical, HRC instructors soon realise they are more appreciated if they are enthusiastic about the cause. HRCs are frequently extroverts with a self-confidence that extends somewhat beyond the bounds of their ability. As a result they rarely fear the role of teaching, training or instructing, though they may not be that good at it. Good teaching is a rare combination of intellectual ability and knowing how to put it across.

Certainly, instructing or teaching is a crucial function for many HRCs. For many, alas, the term "training" has a poor reputation and trainers are considered, rather lowly (paid) sorts of consultants, especially when teachers are trained to deliver "packaged" courses.

Process: Some HRCs specialise in

process or interpretation as opposed to product. When, for instance, a management team is underperforming or suffering low morale, the process-oriented HRC might be called in not only for diagnosis but also cure. Process skills are closely akin to group psychotherapy and indeed it may be how the consultant was trained.

Just as most accidents are the result of human error, so quite commonly poor business operations are the result of human frailty. Whether one prefers to use meaningless phrases like "personality clash" or not, many people recognise that the quality of human relationships in offices, teams and departments contributes to business success or failure. It is the intangible psychological factors of morale, conflict and lack of commitment that the process consultant hopes to make manifest and explicit. Good HRCs, and those with psychoanalytic training, are frequently able to reveal unexpected or even paradoxical findings, such as depression amongst employees being a consequence of their anger.

To some, "process consultants" represent the wackiest California-type psychological air-heads who

ask both intrusive and daft questions primarily to embarrass one. Furthermore, they may not even come to a conclusion, write a report or deliver any tangible outcome. Insight alone is often the orally explicit goal of the process consultant.

It is nearly always the case that process work has to be done by the outside consultant. Politically, the personnel department may wisely judge it necessary to lure in consultants, albeit at some critical (and financial) cost.

Beware the HRC who claims to be equally competent at all the above functions. But many business people do recognise that changing a business requires dynamism and it is often the consultant who lights the fuse. Victor Kiam once accused consultants of being like castrated bulls because all they can do is advise, not act. The question, of course, remains of where to get good advice.

Knowing and understanding what HRC consultants offer and do well is crucial for any company. No "Which?" guide exists for the naive shopper, only compendia or lists of companies that specialise in HRC. Fitting the consultant to the problem is clearly as relevant as the employee to the job.

Adrian Furnham is a Reader in Psychology at University College London and head of its Business Psychology Unit.

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Of graduate calibre, with a statistical or related background, you should demonstrate extensive knowledge of risk management techniques, preferably gained within a mortgage lending business. Strong management and communication skills will be essential in motivating your team and building confidence at senior levels of management.

Most importantly you must be highly self motivated, with a genuine desire to influence the financial performance of the company. Your important contribution will be reflected in an attractive salary and benefits package.

This position is offered initially on a one year contract basis.

To apply, please send your full CV quoting ref M3551/01 on the envelope, to the Response Bureau, Barkers LBW Human Resources Advertising Limited, 30 Farringdon Street, London EC4A 4EA. All applications will be forwarded directly to our client. Please list separately any companies to whom your CV should not be forwarded.

Barkers LBW

Director Financial Engineering

We are a 3-year old provider of advanced software technology to the capital markets. Through our platform of automated development tools we create and implement advanced financial analysis and integrated systems for the derivatives community. We seek an experienced manager for our Silicon Valley based R & D group. Must have experience developing and implementing option and term structure analysis. Knowledge of stochastic process, binomial structures, path integrals will be required. Ph.D. preferred, master's degree with experience (M.B. or S.N.), will be considered. Mail or fax resume to: Dr H.R. 33 Whitehall St., 14th Floor, NY, NY 10004, Fax 212 344 7038

TRADER/BROKER

Physical commodities. Eastern Europe and Russia. This is a very entrepreneurial opportunity. Excellent potential. CV in the first instance to: Fax (071) 481 8748



RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PJ
Tel: 071-588 3588 or 071-588 3576
Telex No. 887374 Fax No. 071-256 8501



BOND TRADER

Illiquid Eurobonds, US Corporates and Japanese Straights

CENTRAL LONDON

£55,000 + Bonus + Car

MERCHANT BANKING ARM OF MAJOR US INSTITUTION

We invite applications from fixed income traders with significant experience in illiquid Eurobonds. As the selected candidate you will be responsible for sourcing, positioning and distributing less liquid Eurobonds, primarily for US Corporate and Japanese names. You will be responsible for running a hedged book, limiting interest rate and spread risk as far as possible as well as managing risk within established portfolio limits. The role will involve further development of existing links with the professional and semi-professional markets. Additionally you will be expected to expand a distribution capability for illiquid bonds and special situations through sales teams in London/Hong Kong/Tokyo/New York. Essential qualities are a self-motivated and profit responsible approach to work, together with an instinctive trading ability. Initial salary £55,000 + car, plus performance related bonus which will be assessed on profits generated, taking into account quality of earnings. Other benefits include mortgage subsidy, non-contributory pension, life assurance, and private medical insurance.

Applications in strict confidence, quoting reference BT24188/FT will be forwarded to our client. If there are any companies to whom you do not wish your application to be sent, these should be listed in a covering letter and the envelope marked for the attention of The Security Manager: CJRA

EURO BROKERS

TREASURY SERVICES BROKERS

Euro Brokers, a leading firm of international money brokers, is seeking to enlarge its non-banking and retail trading desk. Applicants should be familiar with all the treasury products pertaining to the Local Authority, Corporate and Building Society markets. Imaginative and ambitious individuals are invited to apply in writing including full c.v. to:

Sarah Agar
Euro Brokers Financial Services Ltd.,
Adelaide House,
London Bridge,
London EC4R 9EQ.

SENIOR BANKER

City-based international bank seeks experienced and well-qualified banker with wide Turkish experience for business development to join General Management team. Fluency in English & Turkish is essential and the successful candidate must be able to communicate at the highest levels in Turkish business banking and government circles. The position will involve frequent travel. Salary and a comprehensive range of banking benefits will be commensurate with the seniority of this position.

Closing date for applications 4th March 1992.

Applications should be sent in confidence to
Box A1765, Financial Times,
One Southwark Bridge, London SE1 9HL.

TOP OPPORTUNITIES

SENIOR POSITIONS IN GENERAL MANAGEMENT

Marketing Director

Equities

c.£60,000 plus exceptional bonus London

Our client is a Financial Institution backed by well established institutional shareholders and quoted on the London Stock Exchange. It has high standing as an investment manager and private client bank. As part of a continuing policy to develop and extend its business, following a recent acquisition, our client will appoint a Marketing Director for their equities products.

The Marketing Director will report directly to the Chairman and will be responsible for the retail sales of the equity based products. Sales of these to pension funds and similar institutions are already well established. The particular responsibilities are to analyse the potential market as a basis to structure a marketing plan, then lead and implement new sales. An integral element will be the reshaping of the products to match accurately the

market opportunities that are identified. The potential market area is predominantly the UK and throughout Europe, with a wider international spread linked to the banking interests of our client.

To be considered you should be determined, experienced and imaginative in the marketing of equities products in the retail sector, with a demonstrable record of effective sales. An enthusiasm for original ideas and an ability to convert these into commercially successful ventures is very relevant, as this matches the effective, demanding yet informal management style of our client.

Please send career and personal details, specifically presented against this requirement and including current remuneration, quoting Ref. PD 196-1 to Peter Dell, Ernst & Young Corporate Resources, Becket House, 1 Lambeth Palace Road, London SE1 7EU.

ERNST & YOUNG

UK MARKETING MANAGER

To develop and implement marketing and sales development plans for this high quality brand

Up to £40,000, bonus + car

Central London

The Financial Times, universally renowned for its accuracy, objectivity and professionalism, is firmly established as one of the world's leading business newspapers. Its distinctive colour and advertising slogan "No FT-No Comment" have helped to create an unmistakable brand image. The Marketing department has been restructured and refocused to achieve further sales growth, with promotions, publicity, circulation and sales development brought together in a new team. In this new appointment, managing five regional marketing teams, the full range of professional marketing techniques must be applied to ensure increased and sustained demand, meeting ambitious sales targets. Ideal candidates, in their mid to late thirties, will be highly proficient marketers, already flourishing in an organisation with similar quality standards, enjoying similar brand loyalty. With at least a good first degree, they will have the commercial ability to support their creative flair, the managerial skill to motivate a team, and the intellect, style and proven success to earn credibility in this highly stimulating and professional environment. Please send full career details, quoting reference WE 2028F, to Judy Brasier, Ward Executive Limited, Academy House, 26-28 Sackville Street, London W1X 3QL. Tel: 071-439 4381.

WARD EXECUTIVE

LIMITED
Executive Search & Selection

Teesside International Airport Ltd

A UNIQUE OPPORTUNITY!

Managing Director

Substantial Package - £45K or beyond - contract negotiable

Dynamic leadership into the 21st Century

Your major task will be to seek agreement to a marketing strategy which takes account of capacity, the needs of the community and regional economy, the growing importance of "regional" airports and the emergence of a Single European Market - and then to deliver.

Previous management experience with an airport, local authority, airline industry and senior management experience in a service organisation are essential, together with previous responsibility for marketing.

Other essential requirements are those normally associated with the position of Managing Director responsible to the Board of a large Organisation.

An Information Pack is available from Michael E. Pepper, Personnel Advisor to the Board on (0642) 218840. Closing date for applications is Monday 16th March 1992.

Top Opportunities

appears every Wednesday For advertising information call:

Stephanie Cox-Freeman
071-873 4027

Elizabeth Arthur
071-873 3694

BANKING FINANCE & GENERAL

THE BANK OF NEW YORK

MARKETING OFFICER SECURITIES SERVICES PRODUCTS

The Bank of New York, with a history of excellence that spans over 200 years and over U.S. \$850 billion in worldwide custodial assets, is looking for a Marketing Officer with a minimum of three years' experience and strong communication skills in French and English.

The person we are looking for will market Global Custody, U.S. Custody, Securities Lending and other Securities Processing products to clients in France, Luxembourg, Belgium and French speaking Switzerland. You should be a highly motivated salesperson with experience in a securities environment and have the ability to develop and maintain good client relationships.

Although position is based in Paris, frequent travel is required.

A highly competitive compensation and benefits package is offered. Please forward detailed curriculum vitae to:

Maria Gili
Personnel Officer
The Bank of New York
46 Berkeley Street
London W1X 6AA

**THE BANK OF
NEW YORK**

Manchester Business School is seeking to recruit an additional Senior Lecturer/Lecturer in the Marketing of Financial Services in line with the School's objective of focusing in Marketing and Strategic Management, and in response to continuing growth in MBA and executive teaching in the area.

The appointee will have a developing research record in this specialisation. While a higher degree is very desirable this may be compensated for by suitable managerial or teaching experience. The appointee will be expected to play a full role in research, teaching and administration. Candidates specialising in marketing management, marketing research, or branding issues will be especially well received.

Salary range: for Senior Lecturer within £24,922 - £28,165 p.a.; for Lecturer within £12,860 - £17,827 p.a. (Grade A) or £18,572 - £23,739 (Grade B).

Further particulars and application form (returnable by 13th March) from the Registrar, Academic Staffing Office, The University, Manchester M13 9PL. (Tel: 061 275 2028). Quote reference 23/92.

The University is an Equal Opportunity Employer.

**MANCHESTER
BUSINESS
SCHOOL**

E-D-E-N is a European designers network. It is shaped by the four leading national design studios: sas Prensela Vonk, Amsterdam, MetaDesign, Berlin, King-Miranda Associati, Milano and Eleven Design, Copenhagen and Stockholm. In total more than 100 professionals work for E-D-E-N in product design, environmental design, corporate identity design and strategic design.

International Design Coordinator

E-D-E-N is looking for their first employee, an internationally convincing person who can see the opportunities offered by playing a vital role in one of Europe's most prominent design networks. The candidate will be about 30. His or her international orientation will be shown by the ability to speak more than one language. He or she has an MBA or similar background and, maybe most important, a strong feeling for design. In cooperation with the E-D-E-N Partners the job will involve initiating and coordinating client activities, potential as well as established. Amsterdam is the location. If this is of interest to you, don't hesitate to write and we shall contact you for an interview. Please write in confidence, before the 4th of March, to Steffen Gilmann, chairman of the network. Nieuwe Prinsengracht 89, 1018 VR Amsterdam, The Netherlands.

UK Corporate Finance

As one of the world's leading financial institutions, our client is renowned for innovation, marketing and distribution power in international markets, and is rapidly becoming one of the few truly global players in corporate finance activities.

They now wish to recruit a manager to work within this area. Working as part of a small team reporting to a director, he/she will be exposed to a wide range of corporate finance products including, but not restricted to, the international debts and equity markets. He/she will be responsible for financial research and analysis, deal evaluation, business origination and transaction management. Significant client

contact is envisaged at an early stage.

The successful candidate is likely to be in their late 20's and will have had considerable "hands on" exposure to international capital market products and experience in applying them in a corporate context. Highly numerate with well-developed PC skills, he/she will have a flexible and enthusiastic attitude and will have the confidence, credibility and professional approach required to market successfully to UK corporate clients and financial institutions.

Remuneration will be competitive and candidates should enjoy working within a non-hierarchical environment.

Interested candidates should contact Jane Hayes at BBM Associates Ltd (Consultants in Recruitment) on 071-248 3653 (081-876 8110 evenings/weekends) or write, sending details to the address below. All applications will be treated in the strictest confidence.

76, Wadding Street, London EC4M 9BJ

BBM

ASSOCIATES

Tel: 071-248 3653 Fax: 071-248 2814

Prestigious medium sized Swiss Bank with offices in Zurich, Geneva, Singapore, Hong Kong and New York, specialised in the field of investment management, is offering an unusual career opportunity to two specialists in

PRIVATE BANKING, AFRICA

PRIVATE BANKING, WESTERN HEMISPHERE

to start and develop aggressively a client base of high net worth individuals throughout these areas. The right applicants are self-starters and business getters and are likely to hold one of the top jobs of a private banking group within a large and highly reputable international bank. Location to be discussed. Top compensation and benefits.

Write to The General Manager, P.O. Box 1304, CH-1211 Geneva 1 Switzerland, or send a fax to Mr. Daniel Kropf, Fax no. 004122-7321803 for further information, indicating telephone numbers.

JOSLIN ROWE

CREDIT MANAGER to £45,000

Major Banking Group requires a Senior Manager to the responsibility for maintaining and developing the efficiency and effectiveness of the credit function. Candidates will possess a solid credit background, preferably to have included experience from a major US bank, together with five years' relevant and varied management skills.

MANAGER, PRIVATE BANKING to £35,000

Essentially a marketing/client relationship role calling for the successful promotion of investment products and other services to a HNW client base. Suitable candidates will have at least five years' marketing experience in a private banking environment together with formal credit training and USA client experience.

RESEARCHER to £28,000

Principal City based Bank requires a research graduate (top 27-32) with at least 2 years' experience of research and economic analysis of UK and European industrial sectors from a financial institution. Duties will include the formulation of financial market strategy together with the production of research reports. PC skills and fluency in French and/or German would be highly advantageous.

EQUITY ANALYST to £25,000

Several of the major Banks and Fund Managers, currently have a requirement for UK, European and US Equity Analysts. The experience required ranges from a minimum of 6 months' to 3 years'. Candidates must be degree educated with experience of stock selection, buy/sell recommendations and analysis with investment strategy, financial projections.

ACCOUNTANT to £35,000

Excellent opportunity for a Qualified Accountant with financial product experience to join a top Investment House. The whole management accounts function, including the development of procedures and introducing a new computerised package. Candidates must possess excellent management and communication skills.

NEWLY QUALIFIED A.C.A. to £28,000

Highly reputed US Investment House is seeking high calibre A.C.A.s for their expanding Capital Markets unit. Candidates should be able to assist in the development of new business and have financial institutional audit/proxy experience. This is an excellent opportunity to move into a challenging, progressive environment within the Investment field.

PROJECT OFFICER to £27,000 + Bonus

One of the leading International Banks is seeking a graduate calibre individual to support their corporate banking team. The opportunity exists to develop within the special Finance Unit (Infrastructure, property, LBO and mergers). Applicants require 2-4 years' project finance and/or quantitative experience.

CREDIT ANALYSTS to £25,000

Three of the major Banking clients currently require self-motivated Credit Analysts (graduate preferred), aged 20-30 with 2 to 5 years' experience of analysing medium to large UK/European companies. Candidates should identify a career in financial analysis and have good PC skills. A formal US Bank training would be a considerable advantage.

TEL: 071 638 5286 FAX: 071 382 0411

100, Rye Lane, London, E15 4JH (near Stratford Station, London, E15 4JH)

MEMBER OF THE FORTUNE 500

Foreign Exchange Forward Trader

Our client, a leading US Investment Bank is seeking a trader to enhance its interest rate trading as part of its London FX unit.

The position will include servicing customer enquiries as well as identifying trading opportunities across a range of currencies.

Candidates should ideally have 3-5 years experience in FX Forwards, FRA's, Futures etc. at a quality Investment or Commercial bank. A degree would be an advantage.

Salary circa £70,000 plus bonus.

In the first instance, please send a full cv. to Julie Parker at the address below. Please list separately any companies to whom your details should not be sent as applications will be forwarded direct to our client for consideration.

BERNARD HODES

BERMINGHAM - BRISTOL Griffin House, 161 Hammermith Road, London W6 8BS.
CARDIFF - MANCHESTER (Rec Con)

APPOINTMENTS ADVERTISING appears every Wednesday & Thursday & Friday (International edition only)

For further information please call
Richard Jones
071-873 3460

Teresa Keane
071-873 3607

Alison Prin
071-873 3607

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071 873 3351

CJA

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PERSONNEL & TRAINING OFFICER

CITY

PROMINENT BRITISH MERCHANT BANK

£22,000-£25,000 + BANK BENEFITS

Our client is developing their Training Department and the successful applicant for this new position will work closely with the Training Manager and assist in the training needs analysis, arrangement, administration and evaluation of courses, as well as being responsible for induction training etc. The other equally important responsibility is to act as Personnel Officer for a new Department in the Bank with c.50 staff. Applicants must be computer-literate graduates, aged 24-28, with a minimum of 3 years' experience in a financial institution, ideally with personnel experience but an understanding of banking is of greater importance than technical personnel skills and applications from candidates in the line will be welcomed. Initial remuneration is negotiable £22,000-£25,000 with a full benefits package, including mortgage subsidy. Applications in strict confidence under reference PTO4836/FT to the Managing Director: CJA.

whiteheadselection

Corporate Finance Manager

blue chip multinational

London

in excess of £50,000 plus car and benefits

This blue chip multinational operates in several major consumer related businesses and has turnover in excess of £4 billion with profits above £500 million. It actively seeks to develop its products and services further into wider geographical markets which offer potential for profitable growth.

The successful candidate will be joining a newly formed central finance team and will be capable of transacting a range of major international acquisitions, disposals and joint ventures. He/she will undertake all related research and evaluation as well as having responsibility for a broad base of project work.

Aged 30-35, you are a graduate with a further business degree or professional qualification. You will have had direct experience of managing substantial corporate finance transactions preferably involving overseas work. Your personal qualities will include strong negotiating and interpersonal skills, and a high level of drive and tenacity. You must have potential for promotion in the medium term. (Ref 539)

Please write with CV to Nigel Bates, Whitehead Selection Ltd, 43 Welbeck Street, London W1M 7HF. A Whitehead Mann Group PLC Company.

whiteheadselection

Senior Risk Analyst

Responsible and pro-active role with premier international bank for experienced and high calibre graduate/MBA

Attractive salary + banking benefits

UBS Phillips & Drew and its AAA rated parent, the Union Bank of Switzerland, see their Risk Management unit as an integral part of the treasury and capital markets operations. It is responsible for the evaluation, analysis, approval and management of all risks undertaken in that business; the Senior Risk Analyst, a key appointment within the unit, will be expected to provide thorough, substantial and precise advice on specific and complex transactions.

Ideal candidates will be graduates (MBA's, or people with a relevant second degree, will be at an advantage), with at least two years' relevant experience with a clearing bank or US money centre bank. They must have a thorough understanding of all the risks inherent in treasury and capital market operations, and the ability both to quantify the risk arising in individual transactions and to evaluate and react to business opportunities. This is a responsible, pro-active role, and we need candidates of the highest calibre, with excellent inter-personal skills. Both the salary level and the potential for future career development are sufficiently attractive to ensure that we will match the demands of the very best candidates.

Please send full career details to
Barbara Turner, Personnel Manager,
UBS Phillips & Drew
100 Liverpool Street
London EC2M 2RH.

UBS UBS Phillips & Drew

MOODY'S INVESTORS SERVICE LTD

MARKETING EXECUTIVE

London

Base + Bonus + Benefits

Moody's Investors Service Ltd, the international credit rating agency, is a leader in the provision of credit research services to major investors and intermediaries. There is now a vacancy in our Marketing Group for a qualified and experienced Marketing Executive to join the existing team.

The successful candidate will be responsible for expanding and maintaining - with a high degree of autonomy - a client base within a defined geographical area in Europe. There will be an initial training period in our New York office.

This position will appeal to university graduates in their early thirties with a proven track record in the marketing of information or financial services to European investors and intermediaries, and with a good practical knowledge of the international capital and money markets. Applicants should possess excellent communication / presentation skills and be fluent in English and at least one other European language.

Please reply to Dominic Marteaux, European Marketing Manager,
Moody's Investors Service Ltd., 51 Eastcheap, London EC3M 1LB

EQUITY ANALYST

LONDON OFFICE

Putnam, one of AMERICA'S OLDEST and LARGEST investment firms, has a history of GROWTH that consistently repeats itself. By maintaining a PERFECT BALANCE of individual expertise and team effort, innovation and tradition, our managed assets EXCEED \$50 billion. Our intention—and indeed, our expectation—is to continue on this course as we BUILD on our achievements and set the PACE for the industry's future.

As a KEY member of our expanding INTERNATIONAL EQUITIES Investment team, you will provide investment recommendations for our GLOBAL mutual funds, and institutional accounts. The professional we select for this London-based position will have 2-5 years' equity analysis experience covering EUROPEAN STOCKMARKETS.

We provide COMPETITIVE salary, bonus and benefits package.

To apply, forward your resume to John Storkerson, Putnam International Advisory Co., Ltd., Pollen House, 10-12 Cork Street, London, England, W1X-1PB.

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A TIME-HONORED TRADITION
IN MONEY MANAGEMENT.

APPOINTMENTS WANTED

Consultant

Consultant to Sovereign Corporates and Emerging Markets Banking Sector. Investment Banking Experience/Global Derivatives Firm. Extensive prior modelling on spreadsheets. MBA from top US school. European languages. Write Box A1762, Financial Times, One Southwark Bridge, London SE1 9HL.

FINANCIAL TIMES EUROPE'S BUSINESS NEWSPAPER

vous faire part d'un accord publicitaire avec LES ECHOS le quotidien de l'économie le plus important en France. Une annonce dans la rubrique "Offres d'Emploi Internationales" dans le FINANCIAL TIMES et LES ECHOS augmentera de façon substantielle l'impact de votre message sur les cadres dirigeants en Europe. Chaque semaine les annonces paraîtront dans les Echos le mardi et dans le Financial Times le mercredi (le vendredi dans l'Édition Internationale du Financial Times). Pour de plus amples renseignements, veuillez contacter:

STEPHANIE COX-FREEMAN
071 873 4027

GO TO

JAPAN

An introduction to Japanese Business, Language and Culture

The export opportunities from Europe to Japan are immense. Yet to exploit them fully, Europeans need to understand much more about Japanese business, language and culture.

To this end, the Commission of the European Communities has developed, and largely financed, the Executive Training Programme. Now in its 13th year, this programme gives European managers the opportunity to study and work in Japan for 18 months.

In the first 12 months, participants undergo intensive language training, visit companies, and attend seminars and lectures on aspects of the Japanese business world which continue throughout the following six months spent working with a Japanese company.

While on the training programme, participants have the opportunity to build useful contacts with Japanese business and, through their newly acquired understanding of the Japanese language and culture, they are able to bring considerable competitive advantage to their employers.

Applications are invited from individuals who are aged 28-35, are educated to degree level, and have a good working knowledge of written and spoken English. They must have worked for at least two years with an EC-based company which is either actively exporting products or services to Japan or ready to expand its business there.

Their employers must share a commitment to the programme and to developing a business strategy with them to capitalise on the valuable knowledge gained throughout the 18-month programme.

Companies who meet the above requirements and want to sponsor an employee are also invited to apply.

For more information, please contact Andrew Dickson, Ref: ETJ/FT. PA Consulting Group, 123 Buckingham Palace Road, London SW1W 9SR. Tel: 071-730 9000. Fax: 071-333 5050.

Executive Training in Japan

The Commission of the European Communities

FAR EAST EQUITY SALES (Korea Taiwan Thailand Indonesia)

London based Asian market specialised company requires experienced and self-motivated brokers or a team with a good institutional client base and good knowledge of the market.

Salary and good bonus system offered

Please send C.V. + salary expectation to:
Mr. Koo, Daewoo Securities (Europe) Ltd
12th floor, Dashwood House, 69 Old Broad Street, London EC2M 1QS

SCANDINAVIAN BOND SALESPERSON MAJOR EUROPEAN BANK £30,000 + BENEFITS

This investment house based in London has a truly international banking operation with a historic Pan-European perspective. It has a global coverage with a network of offices in seven countries. Due to the continued success of the ECU bond market we are expanding the London team marketing to Scandinavia. The successful candidate will take specific responsibility for Swedish clients and we expect him/her to possess the following:

- At least 2 years bond sales experience in a reputable capital markets house.
- An established base of institutional clients in the Scandinavian financial services sector (particularly Sweden).
- A relevant business degree.
- Fluency in Swedish, Danish, Norwegian and English.

To apply for this position please send your CV with a covering letter to P.O. Box A1760, Financial Times, One Southwark Bridge, London SE1 9HL.

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THE BLOOMSBURY GROUP

INSTITUTIONAL SALES:-
FAR EASTERN EMERGING MARKETS
JAPANESE AND SOUTH EAST ASIAN
EQUITIES AND DERIVATIVES

Our client is a specialist, international broker with offices in Amsterdam, Brussels and Singapore. It provides a highly professional service in Japanese Equities and Equity Warrants to European and Asian institutional clients. The company is rapidly developing its service in the emerging Asian markets.

The firm seeks to build upon its success to date and recruit mature salespeople, with experience in these products, to work in any of these offices. Appointed individuals will have a strong, personal client base and the motivation to further their careers in a thriving, independent company.

The remuneration package offered should attract individuals of the highest calibre.

For a confidential discussion, please contact Stuart Clifford or Christopher Lawless on 071-379 1100 (071-834 1832 evenings/weekends) or write to The Bloomsbury Group, 4th Floor, Alton House, 177 High Holborn, London WC1V 7AA. Fax: 071-240 7460.

EXECUTIVE SEARCH & SELECTION CONSULTANTS

Major US Investment House

Credit Administrator

£37,000

THE ORGANISATION

Our client is the private banking arm of a US Investment House with a strong credit rating. The division services high net worth clients across the world. Reporting to the Senior Credit Officer, a Credit Administrator is now required to implement the bank's centralised, global credit and risk management policies and procedures.

THE POSITION

Key areas of responsibility will include

- Active involvement in the credit approval process
- Evaluation and approval of collateral and feasibility of credits
- Development and application of risk evaluation tools for loan and portfolio analysis
- Support to the Senior Credit Officer in reviewing and approving credit and procedural issues for London and worldwide offices.

THE REQUIREMENTS

- A graduate, with 3 to 7 years background in credit and risk analysis, ideally with experience of secured lending and asset evaluation issues
- Experience gained as an administrator developing, processing and reporting credit matters
- The ability to communicate in a clear, succinct manner
- Knowledge of financial markets and products

The candidate will be highly motivated, a team player with excellent interpersonal skills and possess the ability to achieve goals within a high pressure environment. The successful applicant will be competitively remunerated and receive an attractive benefits package.

Interested applicants should write with a full CV and salary details to Erica Illingworth, K/F Associates, Peppys House, 12 Buckingham Street, London WC2N 6DF.

K/F ASSOCIATES
Search & Selection
A DIVISION OF HORN POINT INTERNATIONAL

AAA SENIOR CREDIT ANALYST

EXCELLENT Plus Car Plus Bonus Plus Benefits

Outstanding opportunity exists for an exceptional and experienced credit analyst (min 2-3 years) with a leading AAA rated investment bank. Degree level candidates must have been formally credit trained ideally with experience of credit analysis and research within fixed income sales and trading in a major investment bank. Position requires a high-profile analyst able to handle a diverse range of analytical work and clients. Ideally you will have experience of working closely with capital markets management whilst assessing risk and recommending limits, plus corporate, counterparty, sovereign and product risk assessment.

Please contact Ron Bradley on 071-623 1266.

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TJ
Telephone 071-623 1266 Facsimile 071-626 5259

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£25,000 (EPSOM) 30-45

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A demanding position - scope for considerably broader responsibilities in corporate lending. Opportunity to advance to a more senior position in the UK or overseas in the medium term.

ASSISTANT MANAGER - CORPORATE BANKING

£35,000-£42,000 + bonus + Mortgage Subsidy

LONDON

MAJOR INTERNATIONAL BANK - ASSETS IN EXCESS OF £40 BILLION

Applications are invited from Corporate Bankers, aged 35-40, with at least 5 years' successful practical experience in corporate banking, which should include calling on corporate clients in the UK, structuring and closing deals. The successful candidate will report to the Head of Corporate Banking and responsibilities will cover looking after core relationships with major UK/multi-national clients. The main requirement will be the development of further profitable business with existing clients and building up new customer relationships in the UK and, when appropriate, worldwide. Good credit analysis and risk assessment experience plus the ability to identify new opportunities, to structure and complete the right deal and to maintain the closest possible ongoing relationship with clients is key to the success of this appointment. Initial salary negotiable £35,000-£42,000 + bonus, non-contributory pension, free life assurance, free family medical insurance, subsidised mortgage and assistance with removal expenses, if necessary. Applications in strict confidence under reference AMCB4835/FT to the Managing Director: CJA.

Major International Bank

Fixed Interest Fund Manager

25/32

We have been asked to help find a bright and energetic Fund Manager to work in the Fixed Interest Group. The person we seek will need to be a graduate with at least three years experience of the Investment Securities business. A background in the use and application of derivative products is also required.

Our Client is the Investment Management Division of a London based International Bank which, for a number of reasons, is enjoying a period of considerable growth. There is a commitment to sustaining this progress and the house already enjoys a reputation for successful fund performance. Considerably over \$1bn is currently under management and rapid, substantial development is anticipated.

Our Client has a reputation for innovation and for product development and so we seek a person who wishes to develop further his/her skills and techniques at the leading-edge of Investment Management.

As client work will be involved, the successful candidate will also need to possess both excellent communication and technical skills with a high degree of computer literacy.

In addition to the salary there will be bonus potential together with all normal banking benefits.

Please write in the first instance quoting Ref: 1079 to:

KEITH FISHER, Overton Shirley & Barry,
Palace Rupert House, 64 Queen Street,
London EC4R 1AD. Tel: 071-246 0355.
Fax: 071-489 1102.

OVERTON SHIRLEY & BARRY

INTERNATIONAL SEARCH AND SELECTION

MICHELANGELO

FINANCIAL FUTURES BROKER

Leading Futures Brokerage House requires a Desk Broker to join the London team. Backed by a major Bank the company has a strong presence in LIFFE, MATIF, DTF and both the Far East and North American Markets. With a minimum of three years experience and an active client base the position offers a highly competitive salary and genuine career prospects.

Please contact Barry Hart.

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An International Investment House with strong multi-currency product flow and trading capabilities requires an experienced professional with a proven track record of Sales to Germany. This is an excellent opportunity for a senior salesperson with a high profile client base. You will currently be with a major name, but feel that you can make a more positive contribution within a first class house which has demonstrated its long term commitment to fixed income sales. Please contact Antony Ragnemy.

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An established OTC Equity Derivatives team wish to recruit experienced sales people to take a leading role in the provision and innovation of Equity and Equity-related derivative instruments to European Corporate and Institutional clients. Candidates should be experienced in pricing techniques and engineering complex tailor-made products to match clients portfolio and risk profile. Experience should focus on providing sophisticated new hedging strategies, new funding ideas and tax efficient structures. If you have the relevant creative and distribution experience, please contact Peter Smith.

SCANDINAVIAN EQUITY ANALYST

On behalf of a well established European Equities team, we have currently a requirement for a Scandinavian Equity Analyst. You will have at least 3 years relevant experience covering Scandinavia, with particular references to the Swedish Market. Extensive knowledge and strong relationships with Scandinavian quoted companies is required, with experience in either Sector or Country based research. The ability to build relationships with the firms existing institutional client base is essential, as is the ability to be an effective team member. This position will attract a strong performer with proven analytical skills. Please call Nick Hudson.

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A highly rated Bank requires a good calibre individual to join their expanding Sales Division. You will presently be with an International House having initially completed the Graduate Training Scheme. The successful candidate will not necessarily, at present, be a high commission earner but will think laterally, have strong relationship management skills and fluency in a third language. You will also have an international perspective and the ability to complete transactions in various different equity markets and their derivatives. The position offers first class career progression and is supported by strong research from the relevant countries. Please contact Nick Hudson.

In all cases salaries are negotiable and are competitive with Market rates.

MICHELANGELO RECRUITMENT
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London WC1X 9EH
Tel: 071-956 2857, Fax: 071-583 6531

ICI

Major Pension Fund - UK Equities

INVESTMENT ANALYST

Central London

ICI Investment Management Limited (ICI-IM) manages the ICI and other pension funds which have assets of over £5bn. This small, highly experienced research team now wishes to implement its planned strategy for the 1990s and is seeking an enthusiastic and self-motivated UK Investment Analyst.

Based in Covent Garden, your responsibilities will include giving specialist advice on individual stocks and sectors which will involve close contact with companies and stockbrokers. There may also be the opportunity to become closely involved in the management of one or more smaller pension funds.

You should have a degree and at least one-two years' experience in the securities market. Knowledge of the UK market would be advantageous but is not essential.

This position offers a competitive salary and plenty of opportunity to use your initiative and consolidate your experience in a world-class company.

Please apply in writing to Vivien Gill, Head Office Personnel, ICI PLC, 9 Millbank, London SW1 3JF.

ICI is an equal opportunities employer.

Our client, a US Fortune 500 corporation whose consolidated turnover exceeds USD 1 Billion, is a world-wide leader in the design, manufacture and marketing of electrical and electronic connector type products and systems.

The European operations are spread over 11 sites and employ more than 900 people. Due to the recent relocation of the European Headquarters from UK to Brussels, our client is seeking a (m/f)

FINANCIAL CONTROLLER EUROPE

Brussels based

This key position reports directly to the President Europe and supervises 12 people: Accounting Management team and Financial Analyst (based in Brussels), European Sales and Manufacturing Controllers (based throughout Europe).

This key member of the European Executive Committee will act as a business partner in the organisation and more specifically with local managers and functional heads.

His major responsibilities are: ☐ development and implementation of consolidation procedures and systems; ☐ preparation of forecasts; ☐ conception, presentation and implementation of budgets; ☐ treasury management; ☐ European tax matters analysis.

Suitable candidates should be in their forties, be fluent in English and in at least one other European language (preferably French) and have: ☐ a university degree; ☐ several years experience in a similar position, in a US company environment; ☐ good knowledge of European accounting principles, taxation and social law; ☐ outstanding communication and leadership skills; ☐ international experience.

This position is considered to be of the utmost importance and the successful candidate will therefore be offered a highly attractive compensation package including a company car and a stock option plan.

Candidates should submit their written application with full curriculum vitae, which will be treated in the strictest confidence, quoting reference PJ/062 to:

KPMG Management Consulting, for the attention of Pierre Jacquet, Senior Manager, rue Neerveld 101-103, boîte 4, B-1200 Brussels.

KPMG Management Consulting
Executive Search Division

THE OPPORTUNITY OF 1992 - CITY

Equity/Bond Sales

We are looking for high quality sales people to join us in our exciting plans for 1992.

Successful candidates will have had experience on an equity or bond desk and have the ability to build their own teams within their chosen speciality.

Applicants are anticipated to be within the range of 25-35 years of age and should be looking for unique opportunities.

Please write in confidence together with full CV to:
Box A1726, Financial Times, One Southwark Bridge, London SE1 9HL.

U.S. EQUITY SALES

C.J. Lawrence (UK) Ltd, is seeking established sales representatives for its London office. Candidates should be experienced with research oriented US Equity product and have an existing client base.

Enquires should be made with C.V. and covering letter to:

Mark Hill - Reid (Managing Director,)
CJ Lawrence (UK) Ltd,
20 Finsbury Circus, London EC2M 7AS

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Salary/Benefits Package
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Eagle Star Investment Managers Ltd is one of the UK's foremost fund management companies. We manage assets for insurance and pension funds clients totalling £7 Billion.

As part of our strategy of improving and maintaining investment performance we wish to appoint an experienced manager to run and develop our performance measurement function.

Your main responsibilities will be to manage the production and distribution of performance information for fund managers and customers, to assist users in interpreting reports, and to develop and improve our systems and procedures for performance reporting.

You will be highly numerate, with excellent communication and presentation skills. Practical experience with insurance or pension fund performance measurement is desirable, ideally gained in a fund management, investment analysis or marketing role.

Please apply, enclosing a full c.v. to

Mr Pat Peggie, Personnel and Administration Manager,
Eagle Star Investment Managers,
60 St Mary Axe, London EC3A 8JQ.
Telephone: 071 929 1111

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Usual banking package.

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The Personnel Manager
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8 Old Jewry, London EC2R 8ED

Commonwealth Bank Australia

SUBSIDIARY OF MAJOR INTERNATIONAL BANK BASED IN LONDON REQUIRE CREDIT ANALYST

Candidates should have at least 3 years experience, be familiar with major European institutions and computer literate.

Interested candidates should send their curriculum vitae to:

Box A1761, Financial Times,
One Southwark Bridge,
London SE1 9HL

FINANCIAL ACCOUNTANT

£25k + benefits

MIPS Computer Systems Ltd, the UK subsidiary of the US corporation leading the way in Unix RISC systems seeks a financial accountant to control the accounting function at its head office for Europe in Marlow, Bucks.

The right candidate will be a qualified accountant with commercial experience and excellent communication skills. Knowledge of the computer industry would be helpful but a must is ability to work to tight deadlines; preparation of monthly and statutory reporting; control of inventory and margins; and willingness to apply oneself to a great variety of tasks that beset a small team... so a shirt sleeves approach is essential.

In return the breadth of the role in the front-line of this fast changing industry offers challenge and scope with a growing company.

If you are interested please send a comprehensive cv to the Personnel Manager, MIPS Computer Systems Ltd, Lunar House, Fieldhouse Lane, Thames Industrial Estate, Marlow, Bucks SL7 1LW

By Andrew Jack

PRIVATE INVESTORS rarely do it: financial journalists don't often do it: even analysts supposedly poring over the figures do not always seem to do it. Lots of people fail to scrutinise companies' annual reports.

Most focus instead on interim and preliminary announcements, reacting rapidly to the information they provide. This makes auditors feel rather insecure about their role, and some are now calling for the figures to be audited.

Interim announcements generally contain simple profit and loss information on a company's half-year results. Preliminaries contain similar information for the full year. Both are issued as soon as possible after the figures are prepared because they are price-sensitive. Neither is audited.

The consequence is that half-year externally verified figures appear in the annual report and accounts only months after the interim, while those for the full-year may be published several weeks after the "prelims" come out.

The announcements are released to the Stock Exchange regulatory news service, and accompanied on the same day by a flurry of press releases and company briefings for analysts and journalists. These, in turn, rapidly generate newspaper articles and reports from securities houses.

The annual report, by contrast, is a neglected animal.

Research into its significance is equally neglected. Little has been added to the academic literature since a study more than 10 years ago by Mr David Tweedie, now chairman of the Accounting Standards Board, while he was professor of accounting at Lancaster University and technical director of the Institute of Chartered Accountants of Scotland.

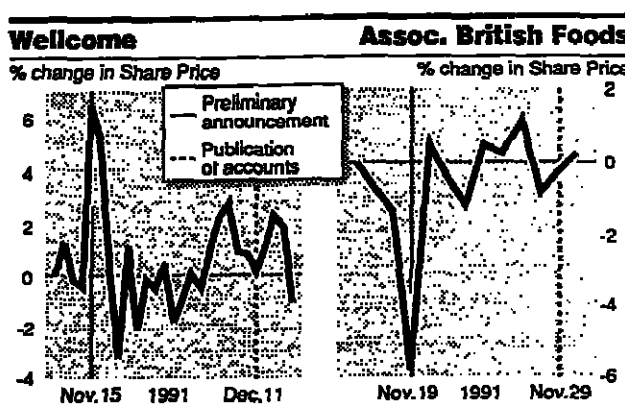
From questionnaires sent to the private shareholders of Scottish and Newcastle Breweries, he showed that the chairman's report was the most frequently read part of the entire document. Just over half said they read it thoroughly. At the other extreme, 37 per cent said they did not even look at the notes to the financial statements.

In a separate survey, he found that even among institutional investors and stockbrokers, 20 per cent did not read the notes to company accounts thoroughly, while about 10 per cent did not scrutinise the balance sheet and 9 per cent did not study the profit and loss statement closely.

The importance of the unaudited figures over the delayed but more comprehensive and audited ones is clearly indicated by share price movements. As the graphs for Wellcome and ABF illustrate above, a company's shares often move sharply after its prelims are announced, as well as after interims. The release of its

ACCOUNTANCY COLUMN

Unaudited figures leave annual reports in the shade



annual accounts rarely inspires more than a blip, however.

The issue is generating angst among accountants. A technical release just produced by the financial reporting and auditing group of the Institute of Chartered Accountants in England and Wales addresses the weaknesses with existing arrangements for prelims. The nature of interim statements is currently under the scrutiny of both the Auditing Practices Board and the Cadbury Committee on corporate governance.

Nor is the concern entirely new. Mr Edmund Dell, secretary of state for trade in 1976-78, chaired a committee supported by Coopers & Lybrand on "the audit judgment" in 1987, which was sub-

mitted to the Department of Trade and Industry. It recommended that auditors should carry out a review of interims before they are published, and consent to the figure in the prelims before they are released. Both should be accompanied by an audit statement, it said.

"It is depressing that so much effort goes into something that attracts little attention," says Mr Graham Ward, a partner with Price Waterhouse and vice-chairman of the auditing committee at the institute which introduced the topic for discussion late last year. "There is something slightly anomalous when the primary document governing the communication of results doesn't have particularly stringent rules governing it."

The rules governing the contents of interims are sparse. There is no legislation, and the only guidelines that exist are the listing requirements issued by the Stock Exchange, which stipulate basic profit and loss account information. Those for prelims are even less comprehensive, although they state that the accounts should have been agreed with the auditors as the basis for completing the annual report.

"It would be a foolish board of directors which publishes information knowing the auditor disagrees," says Mr Ward. But he stresses that the degree of co-operation shown varies considerably. "The reality is that auditors have neither the power to prevent the publication of a preliminary announcement, nor the right to comment if they disagree with [its] form or content," his paper concludes.

He argues that prelims which are released unaudited leave open the potential for inaccuracies. There may still be formal confirmations outstanding on certain figures, including balances and receipts, and reports from overseas subsidiaries. There may also be post-balance sheet events to be taken into account. "While most material issues should be confirmed by then, there are still judgments to be made on the numbers," he says.

Mr Ward suggests that with

a little more planning - and the encouragement of stricter Stock Exchange requirements - the auditors and the directors could easily co-operate to produce audited prelims, while delaying their release only slightly, and with little extra cost.

What his paper omits is the extension of the argument to interims, where many of the same issues arise. It also fails to consider what additional information both statements could usefully provide.

Although Mr Ward says he personally would like to see greater balance sheet information and a distinction drawn between continuing, acquired and discontinued operations.

Examples of actual differences between the figures quoted in the prelims or interims and those published in the annual report, are also hard to find. The Stock Exchange says that it conducted some research a few years ago but it was unable to unearth any cases where variations arose.

Nevertheless, the issue certainly deserves a wider debate. Since most users of accounts seem to pay so little attention to annual reports, they ought at least to give serious thought to the nature of the figures on which they do so much rely.

Preliminary announcements FRAC technical release 3/92. ICAEW, Gloucester House, 359 Silbury Blvd, Milton Keynes MK9 2HL. Free.

ACCOUNTANCY APPOINTMENTS

UK FINANCIAL CONTROLLER

Berkshire
To £40,000 + Car + Benefits

The company is a wholly owned UK subsidiary of Acal plc, USM quoted group with £60m sales and subsidiaries throughout Europe and in USA. The company with £8m sales in UK operates as exclusive distributor for leading international industrial controls manufacturers.

The Financial Controller will be responsible to the Managing Director for the finance, RDP and company secretarial functions. He will be a key member of the small management team running the company as a fully autonomous business unit subject to rigorous financial reporting routines to group HQ.

Probably aged 29-33, the successful candidate will be of degree calibre and qualified as an accountant with at least 3 years post qualification experience preferably in a distribution sales/marketing environment working with RDP systems. We are looking for someone willing and able to make a commercial contribution as well as demonstrating energy, drive and communication skills.

Success in this demanding role will be rewarded by an excellent package and career development opportunities. To apply please write enclosing a full CV and salary details to:

Bruce Powell, Acal plc, Acal House, 39 Guildford Road, Lightwater, Surrey GU18 5SA. Tel: 0276 74406

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Commagent - Mainland

Finance Director

Manufacturing
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This established £8m, two site, operation manufactures a leading range of quality bespoke products for UK markets.

As part of their progressive forward plans, they now have a vacancy for an ambitious accountant who will be responsible to the Managing Director for the complete management of their finance function, the quality of its management information and the effectiveness of its operating systems and controls.

A qualified accountant, aged 32-45, you will have a proven track record, predominantly gained in senior roles within manufacturing. In addition to having the presence to lead and motivate an enthusiastic team and inspire your colleagues, your other personal qualities of integrity and drive will be self evident. The benefits package includes negotiable salary, bonus, executive car and excellent pension scheme. Relocation to this highly accessible area is provided where necessary.

Male or female candidates should submit in confidence a comprehensive cv. to: J.H. Wright, Hoggett Bowers plc, Brunswick House, 61-69 Newmarket Road, Cambridge, CB5 8EG, 0223-324441, Fax: 0223-323250, quoting Ref: F1195/FT.

Hoggett Bowers

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Financial Planning Manager

FMCG Manufacture
And Sales
Kent,
To £30,000, Car

This senior finance role arises following the restructuring of the accounting function within this autonomous operating subsidiary of a major US multinational group. Reporting to the Finance Director, and head office based, the successful candidate will be responsible for the preparation, interpretation and consolidation of forecasts, budgets and contribution analyses relating to the company's primary and overseas manufacturing and distribution operations, and will provide key input and advice within the commercial decision-making framework of the business. Candidates, qualified accountants aged 28 to 35, will be commercially astute finance professionals with a proven management accounting background gained in a manufacturing environment. Experience of computerised accounting systems and PC spreadsheet techniques and exposure to US accounting requirements are also required. Essential personal qualities include tenacity, strong analytical skills and a resilient, forceful character. The scope for personal development in this number two role, which will involve overseas travel, is considerable.

Male or female candidates should submit in confidence a comprehensive cv. to: K.H. Thompson, Hoggett Bowers plc, 1/2 Hanover Street, LONDON, W1R 9WB, 071-734 6852, Fax: 071-734 3738, quoting Ref: N13199/FT.

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, LEEDS, LONDON, MANCHESTER, NEWCASTLE, WINDSOR and representation throughout EUROPE

SENIOR FINANCE MANAGERS/CONTROLLERS

£30,000 + Car

A major electronics group has been seeking a senior finance manager to take over the responsibility of the finance function of a major UK manufacturing company. The successful candidate will be responsible for the preparation, interpretation and consolidation of forecasts, budgets and contribution analyses relating to the company's primary and overseas manufacturing and distribution operations, and will provide key input and advice within the commercial decision-making framework of the business. Candidates, qualified accountants aged 28 to 35, will be commercially astute finance professionals with a proven management accounting background gained in a manufacturing environment. Experience of computerised accounting systems and PC spreadsheet techniques and exposure to US accounting requirements are also required. Essential personal qualities include tenacity, strong analytical skills and a resilient, forceful character. The scope for personal development in this number two role, which will involve overseas travel, is considerable.

WHEALE THOMAS HODGETTS LTD

Financial Controller

c.£30,000 + benefits

Surrey

This successful subsidiary of an international group is engaged in the design, development and marketing of a range of sophisticated capital products. Future strategy for expansion will continue to focus on identifying and exploiting new market opportunities on a worldwide basis.

Reporting to the General Manager, and operating as a key member of the senior management team, you will be responsible for all aspects of finance and accounting. Initially, you will concentrate on the establishment of strong financial control procedures and the production of relevant, concise and timely computerised management information.

As a Qualified Accountant, preferably ACA,

you will possess relevant managerial experience in a commercially-oriented organisation. Exposure to either a high technology or an assembly environment will be an added advantage. Personal qualities should include well-developed communication skills, a high level of commitment and a challenging approach towards the interpretation of information.

Please send full personal and career details in confidence to Stephen Bailey, quoting reference 10388/FT at Ernst & Young Corporate Resources, PO Box 1, 3 Colmore Row, Birmingham B3 2DB.

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Finance Director

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At this important stage in its development, the company wishes to appoint a Finance Director to its senior management team. Responsible for all aspects of financial control, he/she will also make a significant contribution to the general management and strategic direction of the business.

Candidates will be qualified accountants, probably in their thirties. Their industrial experience should clearly demonstrate co-ordination and liaison skills along with the ability to set and achieve challenging business objectives. The negotiation of a highly attractive remuneration package will not prove a bar to the right candidate.

Please apply to: Anthony Jones, Career Plan Ltd, 33 John's Mews, London, WC1N 2NS. Tel: 071-242 5775 (081-348 3641 between 8.00 - 9.30 pm.)

Career plan

Personnel Consultants

Interviews may be held in London and Derbyshire.

INTERNATIONAL GROUP AUDITOR

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Our client, a U.S. owned group with worldwide sales of \$2.7 billion, now generates 50% of total sales through 25 distinct operating divisions across 14 European countries.

As well as being involved in the review and appraisal of European company systems, procedures and controls, the Internal Audit team provides an in-house consultancy service in a variety of areas to support the Group's ambitious growth plans.

The Internal Audit team now requires a qualified accountant, possessing knowledge of manufacturing and sound commercial judgement, to ensure methods and controls support the Group's business objectives. Experience of an international environment,

preferably with a U.S. multi-national would be ideal but is less important than technical and interpersonal skills and ambition to progress further within the Group. Although primarily working with U.K. Group companies the international nature of the role will entail significant European travel.

Candidates, male or female, should write in the first instance with full career and salary details, stating the names of any organisations to whom your application may not be sent, to: Rosemary Eli, Director, The RSJ Partnership, Compton House, 12-14 Compton Road, Wolverhampton WV3 9QD



The RSJ Partnership

Confidential Reply Service

International Treasury

c £47,500 + Car

This major UK plc has a large proportion of its interests in the Far East/South East Asia, America, and continental Europe, and is pursuing an active expansion policy which includes selective acquisitions.

For Treasury this creates a requirement for a pro-active approach to international restructuring and funding; foreign exchange and interest-rate management; acquisitions and major capital projects; advancing treasury systems and providing positive support to the businesses who are generating considerable activity.

Within Treasury there is a high-level vacancy for a graduate Chartered Accountant with a fast-track record in one of the Big 6 and a knowledge of corporate restructuring, taxation and international treasury gained either in the profession, a consultancy or a major group. Analytical and presentational skills and clarity of mind are essential personal requirements. Age guideline - early 30s. Location - Berkshire.

Please reply in confidence quoting Ref. L508 to:

Brian H Mason
Mason & Nurse Associates
1 Lancaster Place, Strand
London WC2E 7EB
Tel: 071-240 7805

**Mason
& Nurse**
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Corporate Treasurer

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Total Oil Marine, one of Britain's foremost oil and gas exploration and production companies and a UK subsidiary of the worldwide TOTAL Group, seeks a highly motivated and ambitious individual to join their Head Office Treasury in this high profile role.

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A graduate aged 32 to 42, you will have a minimum of five years' relevant experience in a corporate treasury and/or banking environment. In addition you will be an effective communicator and will have a proven track record managing a team of people, the ability to work to deadlines under pressure, an innovative approach to problem solving and an international outlook. A working knowledge of French would be an advantage. Success in this position could lead to further excellent prospects within the TOTAL Group.

In addition to a highly competitive salary and bonus, this position offers full executive benefits including car.

To apply, please contact Jan Perrin at Jonathan Wren Executive on 071 623 1266 (0689 854354 evenings and weekends) or forward your CV to her at No. 1 New Street, London EC2M 4TP.

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West Midlands

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The role demands a 'hands on' approach to efficient financial management, encompassing accounting and systems development as well as legal, taxation and treasury issues. Operating as a key member of the senior management team and responsible for a small, motivated accounts department, the Finance

Director must provide a positive contribution to the controlled growth and profitability of the Division.

Technically excellent, probably aged 35-45, commercially aware and able to communicate effectively through a Group structure, candidates must be qualified accountants with previous experience of commercial and residential development.

If this position is of interest, please forward a detailed curriculum vitae, quoting ref: 201 to Diane Forrester ACA, Executive Selection Division, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Group Finance Executive

Thames Valley

c £50,000 Package + Car

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treasury matters; responsibility for statutory accounting and compliance.

Candidates, aged up to 40, should be graduate Chartered Accountants with a 'Big 6' background, who can demonstrate above average intellect, an exceptional technical skill base and well developed communication skills. Suitable applicants are likely to be working at the centre of a complex group of companies or at senior level in a public practice or corporate finance environment.

Interested applicants should forward a comprehensive curriculum vitae, quoting ref: 2649, to Alan Dickinson FCMA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH. Telephone 071 831 2000.



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BUCKINGHAMSHIRE COMMUNITY HOUSING TRUST

Head of Finance

c £32,000

The Buckinghamshire Community Housing Trust exists to provide effective high quality residential and community care services. As a key member of the senior management team you will advise the Trustees and Chief Executive on the creation of financial strategies within a designated Business Plan.

Developing and installing a new computerised financial system, instrumental in controlling and monitoring all budgets, you will provide the essential commercial advice and business acumen.

Possessing a recognised accountancy qualification together with an in-depth knowledge of financial information systems and the financial environment of caring professions, you will have considerable experience of managing staff and communicating information to non-financial managers.

Creative in problem solving yet practical in application you have an analytical mind capable of dealing with constantly changing circumstances.

For further information and application details please telephone 0296 382213 (24 hour answerphone) or write to Bob Edwards, County Personnel Officer, Buckinghamshire County Council, County Hall, Aylesbury, Bucks HP20 1UA.

Closing Date: 6th March, 1992.

APPOINTMENTS WANTED

FINANCIAL DIRECTOR / CONSULTANT

Young (42) and very commercial Chartered Accountant of independent means, having been Financial Director of successful PLCs since 1983, is looking for full or part-time association with private or public company. Experience includes sole responsibility for: taxation, rights issues, vendor placings, take-overs, bid defence, profit forecasts, international businesses and tax, US ADRs, private placement, company reorganisations, investment and bank relations. Interesting work and potential is more important than remuneration scale. References of the highest order available.

Write to Box A1758, Financial Times, One Southwark Bridge, London SE1 9HL

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As part of its on-going development plan, FMS is seeking a highly motivated and experienced individual to take on the duties including work with corporate clients and the preparation of financial statements for the Chief Executive.

The immediate role will be to:

- All aspects of performance measurement and analysis, including planning and control systems, both detailed and strategic.
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- Preparing forecasts for Balance Sheet and Profit & Loss Accounts beyond the current budget; and using these forecasts to identify trends in the company's performance.

If you feel that the above challenge represents the career opportunity which you seek please call Karen Wilson, BA, ACMA on 071 405 4161 or write to her at FMS, 5 Bream's Buildings, Chancery Lane, London EC4A 3DF enclosing a recent CV and a note of current salary.



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YOUNG & RUBICAM

NORTH
LONDON

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London

Prestigious investment banking house seeks editor to edit strategy, economics and equity research reports. Financial background, strong logic, keen eye for detail, proof-reading skills and an ability to work quickly and efficiently under pressure required. Some knowledge of graphics, layout and word processing helpful.

Send resume in confidence to: T G West, Managing Director, Ref: 449, Associates in Advertising, 5 St John's Lane, London EC1M 4BH. Please state any company to which your application should not be sent.

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Reporting to the Audit Director, the principal responsibilities of this new position will be the identification of the main areas of financial risk and the key controls required to minimise such risk. The successful applicant will be required to develop a strategy for

internal audit review incorporating all critical management information needs.

We are interested in hearing from Chartered Accountants, aged 35-45, with a minimum of eight years' audit experience. The ideal candidate will have held a senior management role within the profession and gained commercial experience within a major organisation. A practical and mature

approach to business issues and the ability to communicate effectively with all levels of management are pre-requisites.

In the first instance please write to Theresa Bolton or Giles Daubeney for further information or send your resume to them at the following address: Robert Walters Associates, 25 Bedford Street, London, WC2E 9HP.

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FINANCIAL TIMES

EUROPE'S BUSINESS NEWSPAPER

PERSONALITY QUESTIONNAIRES

The Facts and the Fiction

Tuesday 10th March 1992
The London Marriott Hotel, Grosvenor Square, W1
8.15am - 9.30am

The talk will be given by Professor Clive Fletcher of the University of London, Goldsmith's College, and will cover:

- Description and rationale of the main personality questionnaires available
- Why and how personality questionnaires are used by organisations
- The recent 'debate' about the value of such personality measures
- Evaluating the claims of rival personality questionnaires
- The advantages and limitations of personality questionnaires
- Likely future developments in this field, both in the UK and the rest of Europe

Professor Clive Fletcher was for several years a consultant psychologist in the Civil Service before moving to Goldsmith's College, University of London, where he is currently Professor of Psychology. Professor Fletcher has been involved in research and teaching in the field of managerial assessment and appraisal for twenty years. Among many publications on the subject, he is co-author of books entitled 'Performance Appraisal and Career Development' and 'Psychological Testing' - the latter being the IPM's standard book on the subject. He is a Chartered Occupational Psychologist and acts as a consultant on psychological assessment to many private and public sector organisations.

Places at the breakfast are strictly limited.



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Candidates should ideally be graduate chartered or certified accountants with a sound practice base and some post qualifying experience; assertive, bright and communicative. Age, say 24-28. Prospects exist throughout the group and this job is a stepping stone.

For brief job details, write to John Courtis FCA at J&P Selection, 104 Marylebone Lane, London W1M 5PU indicating how you meet these criteria and enclosing C.V. quoting ref: 7266/FT.

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ACCOUNTANT

PESTICIDES SAFETY DIRECTORATE

A new Executive Agency - the Pesticides Safety Directorate - will be set up under the Next Steps initiative on 1st April 1993. The Directorate will have primary responsibility for implementing the comprehensive legislation governing the safety and use of agricultural and horticultural pesticides in the UK. Its work will be focused on minimising the risk to human health and the environment from the sale, supply and use of pesticides, and on promoting efficient and humane methods of pest control. The Directorate will have a total staff of nearly 200, most of whom are scientifically qualified, and a budget of some £33 million. We now need a qualified accountant to work as part of the senior management team, make a positive contribution to the development and operation of the Directorate, and assist the Chief Executive in achieving financial and resource management targets.

You will be responsible for finance and accounting within the Directorate, heading a small team of initially four staff. You will play a key role in ensuring that the Agency is launched with a sound financial base and that its financial management is efficient and effective.

You must be a member of CACA, ICA, CIMA or CIPFA and have experience - gained in either the public or private sector - of planning, budgeting and financial reporting. Sound communication and interpersonal skills are also essential. Experience in IT-based accounting systems would be a distinct advantage.

You will be based initially in Central London, but will be expected to move with the Agency when it relocates to York in 1994/95. Generous relocation assistance will be available when the move takes place.

Your salary will depend upon your qualifications and experience and will probably be in the range £27,799 to £30,823. More might be available for an outstanding candidate. Other benefits include a non-contributory pension scheme and performance-related pay.

For further information and an application form (to be returned by 10th March 1992) write to Recruitment & Assessment Services, Alencon Link, Basingstoke, Hampshire RG21 1JB or telephone Basingstoke (0256) 465551. Fax (0256) 846565.

Interviews will be held in London on 17th March 1992. The Chief Executive is an equal opportunities employer.

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FINANCE MANAGER

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Royal Mail, part of the Post Office and a highly respected world leader in postal technology, has gathered together all its research and development staff onto one site. The Royal Mail Research and Development Centre is a reflection of its commitment to new technology.

As a member of the R&D Board and reporting direct to the R&D General Manager, the Finance Manager will have total responsibility for the management of all aspects of financial control with particular emphasis on forecasting and monitoring through a new financial control system.

The R&D Centre is becoming a self-financing business unit from April 1992 and this will entail the Finance Manager's close liaison with engineers and departmental managers to ensure the smooth and profitable running of the operation. Achievement of objectives is paramount.

The Centre's emphasis is on open management in a friendly, informal and stimulating environment.

The successful candidate will be a qualified Accountant (probably ACMA) with at least 3-5 years' post qualification experience and a technical or engineering company background. You will have an in-depth knowledge of costing and management accounting techniques and be able to demonstrate high levels of achievement through objective based management and staff motivation.

To be considered for this interesting and challenging role, please apply directly to Melanie Rosling at Robert Half, Freepost, 33 Wine Street, Bristol BS1 2DX. Telephone: 0272 252572. Alternatively, fax your details on 0272 252023.

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As a key member of the board, the Financial Director will be expected to contribute fully to the management and development of the company. Responsible for the full finance and administration function, including personnel, he or she will manage a small team and provide commercial guidance throughout the company. Significant contact with the group will provide an international perspective.

In their 30s, candidates, who should be qualified accountants, must have commercial and entrepreneurial flair supported by sound technical skills, ideally gained in a customer-led environment.

Please write, enclosing a full career/salary history and daytime telephone number, to David Hogg FCA quoting reference H/17/F.

FINANCIAL TIMES EUROPE'S BUSINESS NEWSPAPER

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Reporting to the Managing Director you will be a key member of a well-motivated, proactive management team pursuing well-developed plans of continued growth. You will be responsible for the financial function which includes the maintenance and improvement of computerised information systems.

You will be fully qualified, probably in your 30s and able to demonstrate your experience and success in financial management with special reference to costing, systems and management accounting.

Please apply with full details to:

Roy Williams - Personnel Manager
Barnett and Foster International
Denington Road,
Wellingborough
Northants. NN8 2QJ

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The client is a major supplier to the printing industry and a division of a substantial international group. It is autonomous, highly profitable, turnover £80m with a strong market position and has plans to develop organically through its existing multi-national network. The Board appointment carries responsibility for full financial management, reporting to tight deadlines, IT and purchasing. There is a department of 50 staff, including a number of qualified accountants and key tasks will include the ongoing development and implementation of effective costing and information systems. Candidates should have substantial management experience. Aged 38-45, a graduate chartered or management accountant is required with experience at subsidiary or divisional director level in an international manufacturing group. The management style is open and dynamic, the prospects are excellent. There is a full range of executive benefits, including bonus potential and the position will appeal to those comfortable in a fast moving progressive group. Please forward in absolute confidence a full curriculum vitae to Adderley Featherstone plc, 6 Lisbon Square, Leeds LS1 4LY. Tel: 0532 444074. Fax: 0532 451578.

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The Role

- Operate a complex monthly reporting package completed to tight deadlines; review in depth and present to operational managers.
- Responsibility for financial accounting systems; statutory reporting; cash management.
- Report to and assist Finance Director with a number of high profile projects, including longer term strategy.
- Maintain regular liaison with all disciplines at Divisional and Main Board levels.

The Requirement

- High calibre Chartered Accountant, with proven track record in profession and industry, age early to mid 30's.
- Effective communicator with sound staff development and motivation skills.
- Strong commercial awareness with a hands-on attitude.
- Potential to grow in the role and accept wider responsibility.

Please apply in writing, enclosing full cv, quoting Ref 34885.

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IDV, part of the prestigious and successful Grand Metropolitan Group, is the world's largest drinks business. Its International Marketing Division has recently established an operation in Budapest to import its wide range of well-established brands into Hungary.

The Finance Manager will be the first Finance appointment in the small team. The role will involve full responsibility for all financial detail and reporting as well as wider commercial involvement.

Job challenges include:

- Assisting and influencing management in the identification of business opportunities within the objectives of IDV.
- Meeting tight reporting deadlines, whether IDV in London or Hungarian subsidiaries.
- Dealing with varying levels of taxation.
- IDV International Marketing Group.
- Assisting in the enhancement of management information.
- Deputising for the Managing Director.

To perform this role and be fully involved in business development, possibly in other Eastern bloc countries, you will be a Qualified Accountant with:

- Knowledge of UK Accounting and/or Hungarian Accounting standards (in the event of UK only, other European experience should be strong).
- Ability to work at a detail and overview level.
- Excellent interpersonal and communication skills, supported by a good appreciation of international culture.

APPLICATIONS ARE INVITED FROM ALL NATIONALITIES. WHEREVER RESIDENT, candidates must be fluent in English and must be fluent in Hungarian language preferably.

This challenging challenge presents an opportunity to be involved in an operation in its early stage of development, as well as to progress in the medium to longer term within IDV/Grand Metropolitan.

Please ring Karen Wilson, Director, on 071-405 4161 or write to her at FMS, 5 Bream's Buildings, Chancery Lane, London EC4A 3DF enclosing a recent CV and a note of current salary.

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071 873 3456MANAGING EDITOR
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KATO Communications is a successful publishing company, working mainly in the areas of business and accountancy - UK and international. This key appointment will help us to meet and manage the growing demand for our services.

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You must be able to manage a small team, write and sub-edit effectively in areas of tax, law and business affairs, and liaise with clients and designers. Prior knowledge of Apple Macintosh would be an advantage. Salary - in a range £24,000 to £30,000 - will depend on experience and qualification.

Apply, enclosing handwritten letter and cv, to Kate Atchley, KATO Communications, 16 Apollo Studios, Charlton Kings Road, London NWS 2SB; telephone 071-482 6242.

KATO COMMUNICATIONS



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FINANCE DIRECTOR -
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Following a successful rights issue and recent acquisitions, the Group plans to expand rapidly both by organic growth of its existing engineering businesses, and by further acquisitions in due course.

Tight financial control is an important element of our policy, and we therefore wish to recruit an additional qualified accountant to spend a short time at Group before quickly moving to one or more subsidiaries as Finance Director.

Initially based at Wolverhampton, the final location is likely to be in the Midlands.

Applicants should be experienced in all aspects of industrial accounting, computer literate, possess sound analytical and commercial skills, and be capable of logical and original thought whilst working quickly under pressure.

We expect a high degree of commitment and in return you can expect a package of salary and bonus of around £30K p.a., plus fully expensed car, share options, other benefits, and the opportunity to earn higher bonuses for high performance.

Please send your C.V. to

R. Green FCCA, ACMA
Group Finance Director
Benson Group plc
Fordhouse Road
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The Financial Times
proposes to publish the
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Applicants should be a professionally-qualified accountant, with at least five years' practical experience in an accounting environment, some of which should preferably have been with a US multi-national company.

The appointment is heavily biased towards international accountancy but proven administrative skills are also required. The work schedule will require frequent travel on the continent with limited visits elsewhere in the world, to monitor and advise on fiscal and management accounting and administrative procedures, to ensure implementation and observance of corporate policies, and to ensure compliance with local fiscal legislation in international offices.

Applicants should be computer literate, late twenties/early thirties in age, fluent in English, with a good working knowledge of at least one other EEC language, and with an interest in international travel.

Remuneration will be negotiable and will attract candidates who wish to develop further their knowledge of international finance.

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Interested applicants should send a detailed C.V. to:-

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Executive Conditions

Having now become established in the UK, the Board of RAM Mobile Data Limited, wish to strengthen the senior management by appointing an individual who will be responsible for undertaking work in the following areas:-

- Financial and Budget Analysis
- Board Meeting Co-ordination
- Business and Strategic Planning
- Budget Preparation and Planning
- Financial Board Presentations
- Treasury activities

Suitable applicants should be able to demonstrate around 5 years experience in all these areas and have at some time recently, worked for a UK subsidiary of a US parent. Candidates with a business degree, with accounting emphasis, followed by an MBA, would indicate an appropriate background.

Initial interviews will take place during the week of 24th February, and short list interviews during the week of 9th March.

Competitive terms and conditions are available. A full C.V., together with details of current salary etc., should be sent to: Mr. J. L. Standfield, Director of Human Resources and Administration, RAM Mobile Data Limited, Heathrow Boulevard, 280 Bath Road, West Drayton, UB7 0DQ.

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